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TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

OF THE

SPECIAL TOWN MEETING

April 5, 1978

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THE WARRANT

SPECIAL TOWN MEETING

April 5, 1978

Pursuant to a Warrant issued by the Selectmen March 16,1978. the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Needham High School Auditorium on Wednesday, April 5, 1978, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 246 voters, including 207 Town Meeting Members were checked on the list as being present.

At the request of the Moderator, Richard P. Melick, the meeting was called to order at 7:30 o'clock by Eagle Scout Dale Hutchins. The colors were presented by Arthur Stameris, Eagle Scout; Elizabeth Totaro, Girl Scout; and Kyle Schaller, Camp Fire Girl, while those present pledged allegiance to the Flag.

The Reverend Paul C. Clayton, Minister, Congregational Church of Needham and President of the Needham Clergymen's Association, gave the invocation. Following this, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

(1) A speaker will be ruled out of order if he refers to personalities.

(2) Rise to be recognized and address the chair; when recognized state your name so that the Town Clerk can complete her records.

The following time limit of debate was also unanimously adopted:

15 Minutes-Committee Chairmen, proponents, attorneys representing proponents.

10 Minutes-Town meeting Members, attorneys representing other than proponents.

5 Minutes-Non-Town Meeting Members, visitors other than attorneys.

Unanimous consent was given for Mr. Allan A. Tepper, Attorney for the Personnel Board, and Mr. Harold Noble, Personnel Director, non-residents, to attend the meeting.

2/79-A.F.

ARTICLE 1. To see if the Town will appropriate a sum of money to fund the Town's liability under its collective bargaining agreement with Local 1706, International Association of Firefighters, AFL-CIO, as more specifically awarded by the authorized arbitration process under Mass. G.L. Chapter 150E, as most recently amended by Chapter 347 of the Acts of 1977; said sum to be expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen; or take any other action relative thereto.

Mr. John E. Carroll, Chairman Personnel Board spoke on the main motion, stating the Personnel Board is requesting that the sum of $246,608 be appropriated to fund the 1976-1977 contract with the Local 1706 International Association of Firefighters and also listed chronology of the Contract. A motion to amend was offered by Mr. Robert Y. Larsen to reduce the figure of $246,608 to $194,508. Mr. Robert D. Hall, Jr. offered a motion to amend by adding the word "enforced" in the second line of the main motion after the word "Town's" and after the semi-colon in the sixth line, the words "which has permitted one special interest group of the Town employees to take unfair advantage of the taxpayers of Needham over all other employees of the Town."
An extended discussion followed.

A motion to move the previous question was offered by Mr. Murray Gintis and when put to vote carried.

The motion to amend offered by Mr. Robert C. Hall, Jr. was presented but when put to vote, failed to carry.

MOVED: To amend the main motion by adding the word "enforced" in the second line of the motion after the word "Town's and after the semi-colon in the sixth line, the words "which has permitted one special interest group of the Town employees to take unfair advantage of the taxpayers of Needham over all other employees of the Town.

The motion to amend offered by Mr. Robert Y. Larsen to reduce the figure of $246,608 to $194,508 was presented, but when put to a vote to a vote it failed to carry.

MOVED: To reduce the figure in the main motion from $246,608 to $194,508.

The main motion was then presented, and it was:

VOTED: That the Town appropriate the sum of $246,608 to fund the Town's liability under its collective bargaining agreement with Local 1706, International Association of Firefighters, AFL-CIO, as more specifically awarded by the authorized arbitration process under Mass. G.L. Chapter 150E, as most recently amended by Chapter 347

of the Acts of 1977; said sum to be expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen; and that said appropriation be raised by transferring $246,608 from the free cash certified account.

ARTICLE 2: To see if the Town will appropriate the sum of $15,000 to fund the cost of Special Counsel fees and related costs which may be incurred by the Town in any court of administrative tribunal adversary proceedings during the remainder of the current fiscal year ending June 30, 1978; said sum to be expended under the supervision and direction of the Town Counsel with the approval of the Town tribunal for whom such professional legal services are rendered; any portion of said sum of $15,000 remaining unexpended after June 30, 1978 as herein authorized is further authorized to be expended during the fiscal year 1978-1979 but prior to the use of any funding provided therefor in the Legal Department budget; or take any other action relative thereto.

Mr. John E. Carroll, Chairman Personnel Board, spoke relative to the Personnel Board's portion of $5000 included in this Article. He stated that this amount is to fund legal expenses that may be incurred as a result of labor negotiations during the remainder of the fiscal year. It was noted that the remaining portion will be used for legal counsel in any other court proceedings.

After a brief discussion, Mr. Roger Goodwin moved the previous question and it was so voted.

The main motion was presented and it was

VOTED: That the Town appropriate the sum of $15,000 to fund the cost of Special Counsel fees and related costs which may be incurred by the Town in any court of administrative tribunal adversary proceedings during the remainder of the current fiscal year ending June 30, 1978; said sum to be expended under the supervision and direction of the Town Counsel with the approval of the Town tribunal for whom such professional legal services are rendered; any portion of said sum of $15,000 remaining unexpended after June 30, 1978 as herein authorized is further authorized to be expended during the fiscal year 1978-79 but prior to the use of any funding provided therefor in the Legal Department budget; and that said appropriation be raised by transferring $15,000 from the free cash certified account.

ARTICLE 3: To see if the Town will appropriate a sum of money to fund the cost of billing and collection of the Town's charges for Town owned ambulance services to be incurred by the Board of Selectmen for the current fiscal year ending June 30, 1978; said

sum to be expended under the supervision and direction of the Board of Selectmen; or take any other action relative thereto.

The main motion was presented by Henry D. Hersey, Chairman, Board of Selectmen, and it was

VOTED: That the Town appropriate the sum of $3500 to fund the cost of billing and collection of the Town's charges for Town owned ambulance services to be incurred by the Board of Selectmen for the current fiscal year ending June 30, 1978; said sum to be expended under the supervision and direction of the Board of Selectmen; and that said appropriation be raised by transferring $3500 from the free cash certified account.

At 8:40 p.m. a motion was made by Mr. Henry D. Hersey that this meeting stand dissolved in memory of Vernal E. Kezer, and it was so voted.

Rose O. Mackenzie
Town Clerk

ATTEST:

Bring this Report with you to Town Meeting,
as there will be no copies for distribution

TOWN OF NEEDHAM

TOWN WARRANT
FINANCE COMMITTEE REPORT
AND RECOMMENDATIONS
AND
REPORTS OF SPECIAL COMMITTEES
TO THE TOWN
AT THE
ANNUAL TOWN MEETING, APRIL 10, 1978

ELECTION, APRIL 10, 1978
BUSINESS MEETING, MAY 1, 1978
AT 7:30 P.M.

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67th ANNUAL REPORT OF THE FINANCE COMMITTEE

To the Voters of the Town of Needham:

Taxpayers of Needham will likely face an increase in their tax rate for fiscal year 1979. The final tax rate will not be known until after the conclusion of Town Meeting and determined by the Assessors. However,we do not believe the increase will be of the same magnitude that occurred last year. When viewed over a five year period , we would note that the tax rate held approximately level for fiscal years 1975, 1976 and 1977, increased $7.20 for fiscal year 1978 and we would project an increase of between $3.00 and $3.50 for fiscal 1979. We believe that in this context, our actual increase of approximately 4.5% per year represents a very favorable experience in relation to comparable municipalities, and as compared to the general rate of inflation.

Your Finance Committee followed the same budget planning approach it has employed for the past several years. We estimated appropriations, projecting in each case likely increases or decreases. Next we estimated receipts and available funds and determined the likely portion which will have to be raised by local taxation. From these amounts, we then develop budget guidelines which are distributed to department heads. Through our budget hearings and special liaison teams assigned to the various departments, we have worked closely with each department to produce final budgets that fall within those guidelines, except in very extraordinary or unusual situations.

A logical question is why the Town of Needham simply does not refuse to permit budget increases. We believe the answer to this is the fact that our inflationary economy requires greater expenditures each year to provide the same level of service. It is likely for the foreseeable future that Needham will have largely a static tax base. Consequently, to maintain the same level of services, these must be provided more efficiently or the cost of these services will increase. As a town, we must recognize that for the long term, it is not possible to maintain the same level of services without a rising tax rate.

Your Finance Committee has addressed opportunities to limit expensive programs that unfavorably affect the tax rate. Nevertheless, many of these services have been endorsed by the citizens of Needham and consequently the Town must continue to fund such programs.

Looking at the tax rate for fiscal 1979, as we foresee it, in retrospect with the tax rates that developed for the past four years, we believe that taxpayers and governmental agencies of Needham can be proud of their careful efforts to control expenditures. The Town of Needham enjoys a favorable financial position because it has borrowed very little against its future. However, we are not sure that this optimism applies equally for the future. There are a number of potentially unfavorable problems which confront the Town and which must be addressed over the next several years. Perhaps paramount is the issue of unfunded liability with respect to retirement costs for our municipal employees. Although each annual budget makes substantial appropriations to cover pension costs, all appropriations have in the past gone to pay existing retirement benefits. Since we have a larger work force today than we had at the time current retirees were employed, even if the system were handled on a completely unfunded basis, larger appropriations would be necessary in the future. Moreover, it is generally agreed, and now mandated by law for private industry, that unfunded, pay-as-you-go pension plans are actually inadequate to insure pension benefits earned by employees. It appears likely, in the near term, that unfunded pension costs for existing employees will have to be funded.

The first step in this direction is Chapter 559 of the Acts of 1977, which now authorizes cities, towns, and districts to establish special funds for retirement purposes. This legislation will permit taxpayers to raise by local taxation limited amounts and to appropriate these monies to a special fund that can be used for the purpose of funding future pension costs. We believe that this legislation is only the harbinger of required full actuarial funding. Your Finance Committee believes, although it represents a significant and perhaps bold step in the current budget, that the taxpayers of Needham should take advantage of this legislation and set aside funds to help meet this cost. Your Board of Selectmen also supports this. This is an item for which appropriations should have been made in the past but which were not permitted by law. By acting in a foresighted fashion at this time, we will likely anticipate and perhaps ease the burden on future town meetings for a measure of this unfunded liability which must at some time be absorbed. We urge your support of Article No. 46 in this warrant.

As in the past, your Finance Committee appreciates the cooperation and support that it has received from town department heads, employees and citizens of the town. We look foward to seeing all of you at Town Meeting at which time our budget proposal recommendation will be discussed in more detail.

Respectfully submitted,

CHARLES W. ROBINS, Chairman
EDWARD B. MURPHY, Vice Chairman
JOHN C. HATCH, (resigned)
ROBERT E. KETTLETY
JOHN LACY
WILLIAM L. MATHER
KENNETH W. MacWHINNEY
JOHN F. McLAUGHLIN
DONALD F. RUSSELL

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1976 - June 30, 1977

(Transfers have been summarized below by department. Details of these transfers by line item is shown in the various operating budgets.)

Accounting	987.30
Assessors	175.96
Building	43.29
Contributory Retirement	292.76
Data Processing	491.00
Fire	10,457.57
Legal	2,769.81
Park and Recreation Commission	5,440.01
Police	38,071.64
Public Works	35,623.98
Board of Registrars	781.50
Selectmen	10,129.53
Selectmen's Unclassified	110,486.32
Town Clerk	169.38
Treasurer	8,222.39
Veterans' Services	16.38
TOTAL TRANSFERS	224,158.82
APPROPRIATIONS	225,000.00
BALANCE RETURNED TO OVERLAY SURPLUS RESERVE	841.18

DEBT PICTURE
(in thousands)

Year	Principal Repaid	Interest Paid	Total Debt Payment	State School Reimbursement	Debt End of Year
1967	919	260	1,179	225	7,773
1968	889	234	1,123	225	6,884
1969	874	221	1,095	225	8,210
1970	1,125	306	1,431	362	7,085
1971	1,080	263	1,343	360	6,705
1972	1,100	255	1,355	394	5,905
Transitional 1/1/73 - 6/30/74					
	1,175	325	1,500	402	6,027
Fiscal Years					
1975	1,262	237	1,499	278	4,765
1976	1,220	184	1,404	267	3,675
1977	1,114	139	1,253	236	4,681
1978	919	190	1,109	236	3,762
1979	892	152	1,044	228	2,870
1980	785	116	901	97	2,085
1981	445	91	536	31	1,640
1982	120	78	198	-	1,520
1983	100	72	172	-	1,420
1984	100	67	167	-	-
			continuing		
1997	100	5	105	-	-

RECOMMENDED CAPITAL EXPENDITURES — 1978-79

Article No.		Method of Financing		
		Cost	Tax Rate for 1979	Other
	Fire Department:			
10, Line 90	Replace Chief's Car	4,800		
	Recondition Ladder #2	69,000	78,800	
	Replace Pick Up Truck	5,000		
	Public Works Department			
10, Line 118	Highway Division:			
	Equipment Replacement	99,500		
15	Highway Reconstruction	5,000		
14	Public Works Building Roof Repair	9,000		
13	Resurface Parking and Service Area	15,000		
	Park Division:		274,235	
10, Line 121	Reconstruction of School Grounds	25,000		
	Water Division:			
10, Line 130	Main Extension & Services	40,000		
19	Laying and Relaying Water Mains	64,500		
	Sewer Division:			
18	Drain Construction	16,235		
17	Sewer Construction	12,650		12,650 Sewer Assessment Reserve Account
	School Department:			
10, Line 69	Maintenance & Renovation Program for Physical Facilities	100,000	100,000	

Article No.		Method of Financing		
		Cost	Tax Rate for 1979	Other
	Glover Hospital:			
	X-Ray Tube Contingencies	10,000		
	Blood Cell Counter	10,000		
	Electrophoresis	5,500		
	1 Monitor Defibulator ICU	5,500		
	Cardiac Output	5,000	131,300	
10, Line 133	2 Track Operating Room Light	5,800		
	Fiberoptic Flexible Bronchoscope	5,000		
	Cryostat	4,500		
	OR Renovation	50,000		
	Roof - 1967 Building	30,000		
		474,600	584,335	12,650

CAPITAL BUDGET PROGRAM — 1979-1984

Summary of Projects Requested

(Inclusion herein does not necessarily reflect Capital Budget Committee approval .)

Project	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	Timing Later or Need Uncertain
Fire Department:							
Replace Chief's Car	4,800						
Replace Inspection Car	4,750						
Recondition Ladder #2	69,000						
Replace Pick Up Truck	6,000						
Replace Rescue Truck		30,000					
Recondition Engine #1			59,000				
Replace Fire Alarm Truck				25,000			
New Station in Charles River Section					400,000		
Recondition Ladder #1						75,000	
Glover Hospital:							
X-Ray Tube Contingencies	10,000	12,000	15,000	17,500	20,000	22,500	
Fluoroscopy Rm I		80,000					
Portable X-Ray Unit		35,000					
Ultrasound		60,000					
C-Arm			50,000				
Isotope Lab			30,000				
Gamma Camera			70,000				
Patient Card Roller		15,000					
Film Processor - OR		7,000					
Blood Gas Analyzer		13,500					

Project	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	Timing Later or Needed Uncertain
Blood Cell Counter	10,000						
Electrophoresis	5,500						
2 Monitor Defibulators ICU & ER	11,000						
Cardiac Output	5,000						
2 Track Operating Rm Light	5,800						
O R Table		8,000					
Fiberoptic Flexible Bronchoscope	5,000						
2 Telemetry Units		11,000					
OR Laminar Air Flow			15,000				
Cryostat	4,500						
Oscilloscopes & Defibulators Replacement Monitors		12,500	15,000	17,500	20,000	22,500	
O R Renovation	50,000						
Replace Equipment Rm I					200,000		
Replace Electric Beds & Furniture		6,000	6,500	7,000	7,500	8,000	
Replace Small Autoclave				7,500			
New Technology	10,000	15,000	20,000	25,000	30,000	35,000	
Land Aquisition							130,000
Arrhythmia System							34,000
Pathological Incinerator		15,000					
Roof - 1967 Building	30,000						
Park and Recreation Department:		X					
Claxton Field lighting alterations							
Construction of six outdoor tennis courts at DeFazio Complex (joint project of School Comm., Bd of Selectmen, & P&R)			70,000				
DeFazio Complex parking lot construction, improvement of driveway entrance, construction of							

Project	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	Timing Later or Need Uncertain
atheletic equipment, administration and maintenance bldg. (joint project of School Comm. Bd of Selectmen & P&R)				150,000			
Note: Removal of tin barn and construction of new salt storage facilities (in D.P.W. budget)							
Outdoor lighting installation at six tennis courts at DeFazio Complex (joint project of School Comm., Bd of Selectmen & P&R)					15,000		
Horsford Pond Park development and Lifecourse construction					10,000		
Purchase of departmental car					5,000		
Rosemary Lake ice warming facility							3,500
Lighting of Mills Field Tennis Courts							15,000
Development of community recreation complex at present landfill site							X
Claxton Field parking lot expansion							X
Public Works Department:							
Highway Division:							
Equipment Replacement	99,500	106,000	106,000	116,000	116,000	120,000	
Highway Reconstruction	5,000	10,000	10,000	10,000	10,000	10,000	
New Street Construction		20,000	20,000	20,000	20,000	20,000	
Sub-Standard Bridges	4,000	4,000					
Norris Farm Storage Building Replacement		60,000					
Disposal Area Facilities	502,000						

Description	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84	Timing Later or Needed Uncertain
Public Works Building Roof Repair	9,000						
Resurface Parking and Service Area	15,000						
Parks Division:							
Reconstruction of School Grounds	25,000	25,000	25,000	25,000	25,000	25,000	
Sewer Division:							
Sewer Construction	12,650	75,000	75,000	75,000	75,000	75,000	
Drain Construction	16,235	25,000	25,000	25,000	25,000	25,000	
Water Division:							
Laying and Relaying Water Mains	64,500	70,000	70,000	70,000	70,000	70,000	
Main Extensions & Services	40,000	40,000	40,000	40,000	40,000	40,000	
Main to Birds Hill Tank		300,000					
School Department:							
Maintenance & Renovation Program for Physical Facilities	100,000	100,000	100,000	100,000	100,000	100,000	
	1,124,235	1,155,000	821,500	730,500	1,188,500	648,000	182,500

X Costs Unknown

BUDGET RECOMMENDATIONS

FOR FISCAL YEAR ENDING JUNE 30, 1979

Submitted by the Finance Committee

General Note: The salary budgets shown herein do not reflect possible pay increases which may be recommended by the Personnel Board, with the exception of Schools and Hospital, but do include step rate increases and longevity pay where applicable.

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
GENERAL GOVERNMENT ADMINISTRATION			
4.8% of Recommended Budget Total			
Board of Selectmen:			
1. Salaries	65,611	79,910	83,883
2. Telephone Charges	29,330 *	32,400	32,450
3. Expenses	21,314 *	21,942	23,290
4. Town Meeting	6,818	6,765	6,940
5. Capital Outlay	3,920	00	00
*Reserve Fund—2,629.86 7,499.67	126,993	141,017	146,563

Description	Expended Y/E 6-30-77	Appropriations Y/E 6-30-78	Recommended Appropriations Y/E 6-30-79
Miscellaneous:			
6. Insurance	179,705 *	178,154	166,000
7. Accident & Helath & Group Life Insurance	432,208 *	560,000	609,000
8. Workmen's Compensation Self Insurance Fund & Premium Account	101,514	100,000	100,000
9. Property and Casualty Self Insurance	6,156	5,936	1,500
10. Uniformed Service Medical Payments	12,102 *	7,000	15,000
11. Memorial Day	1,000	1,000	1,000
12. Care of Solders' Graves	800	800	800
13. Town Report	4,850	5,000	5,000
14. Street Lighting	133,000	130,000	140,000
15. Maint. of Stephen Palmer School	13,778	0	0
16. Unemployment Compensation	0	0	50,000
17. Insurance Consultant	0	0	0
	885,113	987,890	1,088,300
Reserve Fund- 27,451.35			
77,933.36			
Town Clerk: 5,101.61			
18. Salaries	35,225 *	37,361	37,417
19. Expenses	2,940	2,750	3,295
20. Travel Out of State	100		100
	38,265	40,111	40,812
Reserve Fund- 169.38			

Description	Expended Y/E 6-30-77	Appropriations Y/E 6-30-78	Recommended Appropriations Y/E 6-30-79
Board of Registrars:			
21. Salaries	12,032	12,590	12,585
22. Expenses	15,318 *	8,575	15,990
23. Tellers & Canvassers	16,394 *	9,450	16,920
24. Capital Outlay	0	0	218
	43,744	30,615	45,713
Reserve Fund— 537.88			
243.62			
Legal:			
25. Salaries	20,142	14,288	12,000
26. Expenses	15,887 *	2,000	2,000
27. Special Fees	0	10,000	20,000
	36,029	26,288	34,000
Reserve Fund— 2,769.81			
Personnel:			
28. Salaries	21,582	23,916	24,561
29. Expenses	2,854	3,850	4,500
	24,436	27,766	29,061
TOTAL: GENERAL GOVERNMENT ADMINISTRATION	1,154,580	1,253,687	1,384,449

Description	Expended Y/E 6-30-77		Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
FINANCE				
6.1% of Recommended Budget Total				
Assessors:				
30. Salaries	67,384	*	62,879	63,150
31. Expenses	7,652		8,750	8,750
32. Travel Out of State	500		0	0
33. Capital Outlay	272		0	0
	75,808		71,629	71,900
Reserve Fund— 175.96				
Director of Finance				
34. Salary			20,000	21,200
35. Audit				30,000
36. Financial Consultant			12,000	4,800
			32,000	56,000
Comptroller:				
37. Salaries	60,130		64,227	64,970
38. Expenses	6,887	*	6,726	7,450
39. Capital Outlay	0		200	
	67,017		71,153	72,420
Reserve Fund— 987.30				
Treasurer/Tax Collector:				
40. Salaries	55,735	*	56,030	59,145
41. Expenses	14,312		16,500	18,750

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
42. Capital Outlay		200	1,565
Reserve Fund— 8,222.39	70,047	72,730	79,460
Debt and Interest:			
43. Maturing Bonds and Notes .	806,000	920,000	892,000
44. Bond and Note Interest	132,915	190,118	152,114
45. Temporary Loan Interest ...		5,000	5,000
Fiscal Cycle Loan - Prin. Schools	310,000		
Fiscal Cycle Loan - Int. Schools .	16,895		
	1,265,810	1,115,118	1,049,114
Data Processing:			
46. Salaries	50,007 *	53,354	52,709
47. Expenses	35,288	36,000	37,342
	85,295	89,354	90,051
Reserve Fund— 491.00			
Finance Committee:			
48. Salaries	2,851	2,994	3,394
49. Expenses	397	400	400
50. Reserve Fund	224,159	225,000	225,000
	227,407	228,394	228,794

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Contributory Retirement:			
51. Contributions	844,397	869,575	992,800
52. Expenses	3,793	7,125	4,990
53. Capital Outlay	969 *	0	0
Reserve Fund— 292.76	849,159	876,700	997,790
Non-Contributory Retirement:			
54. Haddock and McLeod	3,600	3,600	3,600
55. Chapter 32 Retirements	146,404	162,963	168,140
	150,004	166,563	171,740
TOTAL: FINANCE	2,790,547	2,723,641	2,817,269

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
EDUCATION			
46.2% of Recommended Budget Total (including 2.1% for Debt Service)			
56. Salaries	9,391,074	10,110,072	10,577,316
57. Administration	26,735	27,600	28,000
58. Instruction	455,265	490,188	480,098
59. Other School Services	60,969	61,450	72,987
60. Cafeteria Assistance	45,000	40,000	25,000
61. Pupil Transportation	211,462	214,780	224,135
62. Operation and Maintenance of Plant	736,291	717,264	780,140
63. Community Service	44,679	45,000	45,000
64. Fixed Assets	44,436	44,526	37,437
65. Tuitions	156,286	175,000	191,837
66. Out of State Travel	5,344	4,000	8,000
67. Adult Education	27,269	32,000	35,000
68. Summer School	22,745	23,500	24,050
69. Capital Outlay - Renovation of Physical Properties	53,441	80,000	100,000
70. Vocational Education			134,250
TOTAL: EDUCATION	11,280,996	12,065,380	12,763,250

SCHOOLS — ADDITIONAL INFORMATION

Description	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Salary Accounts:		
Teaching Staff	8,379,177	8,765,808
Non-Teachers	105,200	107,200
Office Staff	488,300	509,715
Custodians & Maintenance	763,415	804,585
Salary Adjustments	30,000	30,000
Substitutes	67,700	70,408
Tutorial Staff	165,000	175,000
Non-teaching Substitute and overtime	28,000	28,000
Intramural	16,280	17,500
Professional Development	25,000	25,000
School Aides	42,000	44,100
	10,110,072	10,577,316
Instruction Accounts:		
Teaching Supplies	309,574	296,208
Textbooks	69,669	70,590
Media - Libraries	41,725	42,900
Media - Audio Visual	55,020	56,200
Guidance	14,200	14,200
	490,188	480,098

Description	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Pupil Transportation:		
Regular Bus Contract	145,200	145,200
Vocational Education	4,000	3,000
Athletic Buses	18,330	23,030
Special Education.....	46,000	51,200
Library, Music & Health.....	1,250	1,705
	214,780	224,135
Operation & Maintenance of Plant:		
Custodial Supplies	26,500	27,500
Fuel - Heating.....	228,000	237,200
Utilities (Telephone & Electricity)	240,000	246,000
	494,500	510,700
Maintenance Accounts:		
Maintenance of Grounds.....	3,900	4,300
Maintenance of Buildings	98,600	103,700
Maintenance of Equipment.....	79,710	95,134
Replacement of Equipment.....	40,554	66,306
	222,764	269,440
Total Operations & Maintenance	717,264	780,140

PUBLIC SAFETY

10.0% of Recommended Budget Total

	Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Police:				
71.	Salaries, regular	820,937 *	919,076	919,510
72.	Overtime	155,982	118,913	141,000
73.	Education and Career Incentive	24,600	19,500	11,100
74.	Inservice Training	24,255	28,035	23,908
75.	Capital Outlay	57,000	34,000	29,000
76.	Travel Out of State	200	500	500
77.	Auto Maintenance	39,040 *	41,500	43,750
78.	Building Maintenance	11,997	19,000	17,885
79.	Communications	7,486 *	14,000	24,425
80.	Operating Expenses	14,041 *	15,400	16,875
81.	Signal System	999	1,000	1,000
82.	Uniforms	12,988	13,200	13,200
83.	Crime Check Committee	575	500	500
84.	Animal Control	1,200	1,200	1,200
85.	F.B.I. Academy			1,000
		1,171,300	1,225,824	1,244,853

Reserve Fund— 33,244.00
2,040.76
486.88
2,300.00

	Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Fire:				
86.	Salaries, regular	1,113,267 *	1,100,013	1,061,160
87.	Overtime	238,903	247,931	266,418
88.	Educational and Career Incentive		24,000	18,850
89.	Inservice Training	11,350	28,418	30,108
90.	Capital Outlay	5,000		78,800
91.	Travel Out of State	400		400
92.	Building Maintenance	17,634	21,450	21,600
93.	Equipment and Supplies	16,603	16,600	17,000
94.	Service Expenses	4,143	5,600	5,700
95.	Equipment Maintenance	10,440	11,850	12,350
	Reserve Fund- 10,160.24	1,417,740	1,455,862	1,512,386
Fire Alarm:				
96.	Salaries	30,556 *	31,102	31,615
97.	Overtime Salaries		1,575	1,575
98.	Expenses	12,631	12,950	13,050
99.	Equipment Maintenance	3,171	2,600	2,700
	Reserve Fund— 99.33 198.00	46,358	48,227	48,940

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Civil Defense:			
100. Salaries	1,500	1,500	1,500
101. Expenses	10,178	11,000	11,944
102. Capital Outlay	615	1,200	1,475
	12,293	13,700	14,919
Building:			
103. Salaries	59,342	63,944	65,350
104. Expenses	1,143 *	1,234	1,355
	60,485	65,178	66,705
Reserve Fund— 43.29			
Sealer of Weights & Measures:			
105. Salaries	3,396	3,566	3,566
106. Expenses	1,150	1,150	1,150
	4,546	4,716	4,716
TOTAL: PUBLIC SAFETY	2,712,722	2,813,507	2,892,519

PUBLIC FACILITIES

7.8% of Recommended Budget Total (including .2% for Debt Service)

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Public Works:			
Administration:			
107. Salaries	69,249	70,356	70,954
108. Expenses	3,619	3,725	4,275
109. Travel Out of State	1,000	800	100
	73,868	74,881	75,329
Engineering:			
110. Salaries	159,587	154,750	142,992
111. Expenses	5,358	5,400	5,290
	164,945	160,150	148,282
Garage and Equipment:			
112. Salaries	81,670	85,728	96,924
113. Expenses	62,083	68,000	75,350
	143,753	153,728	172,274
Highway:			
114. Salaries	325,541	333,791	329,258
115. Salaries - Parking Meter Fund	7,350	8,400	9,000
116. Expenses	124,347	127,150	146,200
117. Highway Repairs	6,000	6,000	6,000
118. Equipment Replacement	84,000	96,000	99,500
	547,238	571,341	589,958

Description	Expended Y/E 60-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Park Division:			
119. Salaries	201,134*	229,883	230,323
120. Expenses	69,536	80,275	77,110
121. Capital Outlay	23,476	25,000	25,000
	294,146	335,158	332,433
Reserve Fund— 30.19			
Sewer:			
122. Salaries	284,263	294,690	280,268
123. Expenses	38,270	41,650	43,590
124. House Connection	13,990	18,950	10,000
	336,523	355,290	333,858
Snow and Emergency:			
126. Overtime Salaries	79,525 *	50,000	50,000
127. Expenses	134,816 *	60,000	60,000
	214,341	110,000	110,000
Reserve Fund—21,775.00 13,818.79			
Water:			
128. Salaries	238,984	253,616	251,375
129. Expenses	131,593	154,700	156,500
130. Main Extensions and Services	39,993	40,000	40,000
	410,570	448,316	447,875
TOTAL: PUBLIC WORKS	2,185,384	2,208,864	2,210,009
TOTAL: PUBLIC FACILITIES	2,185,384	2,208,864	2,210,009

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
HUMAN SERVICES			
22.5% of Recommended Budget Total (including 1.1% for Debt Service)			
Hospital:			
131. Salaries	3,146,190	3,539,848	3,869,835
132. Expenses	1,376,640	1,551,180	1,707,283
133. Capital Outlay	66,586	120,000	195,000
134. Travel Out of State	2,773	0	3,000
	4,592,189	5,211,028	5,775,118
Public Health:			
Board of Health:			
135. Salaries	83,896	90,162	91,077
136. Capital Outlay	3,726	0	0
137. Travel Out of State	118	0	300
138. Expenses	4,984	7,425	8,775
139. Garbage Removal	60,000	60,000	60,000
140. Hospitalization	0	500	500
141. Mental Health	15,651	55,188*	55,188
142. Mentally Retarded	7,800	7,800	8,400
	176,175	221,075	224,240

* A.T.M. 1977 - Art. 40

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Dental Health:			
143. Salaries	9,105	9,109	9,109
144. Expenses	3,970	4,975	5,125
	13,075	14,084	14,234
TOTAL: HEALTH SERVICES	189,250	235,159	238,474
Veterans' Services:			
145. Salaries	16,269 *	17,116	12,982
146. Expenses and Transportation	426	500	500
147. Benefits	50,898	75,000	50,000
	67,593	92,616	63,482
Reserve Fund— 16.38			
Youth Commission			
148. Salaries	51,634	58,967	59,240
149. Expenses	7,729	8,530	8,785
150. Capital Outlay	450	0	0
	59,813	67,497	68,025
Council on Aging:			
151. Salaries	15,500	16,275	16,975
152. Expenses	3,876	5,500	6,670
	19,376	21,775	23,645
TOTAL: HUMAN SERVICES	4,928,221	5,628,075	6,168,744

Description	Expended Y/E 60-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
DEVELOPMENT			
.1% Of Recommended Budget Total			
Planning Board:			
153. Salaries	27,471	29,536	29,536
154. Expenses	1,767	2,600	2,600
155. Technical Assistance	1,029	0	3,850
156. Travel Out of State	0	0	400
157. Capital Outlay	96	0	0
	30,363	32,136	36,386
Conservation:			
159. Salaries	0	200	200
159. Expenses	376	2,400	2,400
	376	2,600	2,600
Board of Appeals:			
160. Salaries	1,432	1,780	1,780
161. Expenses	870	1,400	1,400
	2,302	3,180	3,180
Historical Commission:			
162. Expenses		500 *	500
*S.T.M. 10/20/76 - Art. 9			
TOTAL: DEVELOPMENT	33,041	38,416	42,666

CULTURAL AND LEISURE SERVICES

2.5% of Recommended Budget Total (Including .3% for Debt Service)

	Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Library:				
163.	Salaries	237,344	245,801	247,622
164.	Bindings	1,368	1,500	1,500
165.	Books and Periodicals	61,250	70,877	75,421
166.	Building Maintenance	30,023	21,078	24,800
167.	Expenses and Supplies	15,890	17,839	20,316
168.	Capital Outlay	0	6,000	4,250
		345,875	363,095	373,909
Branch:				
169.	Salaries	13,226	13,893	14,636
170.	Rent	3,300	3,600	3,600
171.	Book Transportation	750	1,080	0
172.	Periodicals	733	750	750
173.	Utilities	943	972	1,050
		18,952	20,295	20,036
TOTAL:	LIBRARY	364,827	383,390	393,945

Description	Expended Y/E 6-30-77	Appropriation Y/E 6-30-78	Recommended Appropriation Y/E 6-30-79
Park & Recreation:			
174. Salaries	138,838	150,659	156,407
175. Expenses	52,877*	54,020	58,319
176. Capital Outlay	4,448	0	0
177. Engineering Services	2,000	2,000	2,000
Reserve Fund — 5,440.01	198,163	206,679	216,726
Memorial Park:			
178. Expenses	486	500	500
179. Capital Outlay	0	0	500
	486	500	1,000
TOTAL: CULTURAL/LEISURE SERVICES	563,476	590,569	611,671
GRAND TOTAL: ALL BUDGETS	25,648,967	27,322,139	28,890,577

WARRANT FOR THE ANNUAL TOWN MEETING
Monday, April 10, 1978

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the constables in the Town of Needham in said County, Greeting:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said town, namely:

Precinct A-William Carter School
Precinct B-Hillside School
Precinct C-Derwood Newman Junior High School
Precinct D-High Rock School
Precinct E-William Pollard Junior High School
Precinct F-Highland Avenue School
Precinct G-Harris School
Precinct H-Broad Meadow School
Precinct I-William Mitchell School-Kindergarten
Precinct J-William Mitchell School-Gymnasium

on MONDAY, THE TENTH DAY OF APRIL 1978

from forty-five minutes after six o'clock in the forenoon until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
Two Selectmen for three years;
One Assessor for three years;
Two members of School Committee for three years;
One Trustee of Memorial Park for three years;
Three Trustees of Needham Public Library for three years;
One member of Board of Health for three years;
One member of Planning Board for five years;
One member of Needham Housing Authority for five years;
One member of Needham Housing Authority for three years;
One Commissioner of Trust Funds for three years;
One member of the Park and Recreation Commission for three years;
Two Constables for three years;
Five Town Meeting Members from Precinct A for three years;
One Town Meeting Member from Precinct A for one year;
Ten Town Meeting Members from Precinct B for three years
One Town Meeting Member from Precinct B for two years;
Two Town Meeting Members from Precinct C for three years;
Seven Town Meeting Members from Precinct D for three years;
One Town Meeting Member from Precinct D for two years;
Ten Town Meeting Members from Precinct E for three years;
Nine Town Meeting Members from Precinct F for three years;
Ten Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G for two years;
Two Town Meeting Members from Precinct G for one year;
Nine Town Meeting Members from Precinct H for three years;
Seven Town Meeting Members from Precinct I for three years;
Six Town Meeting Members from Precinct J for three years,
One Town Meeting Member from Precinct J for two years.

and at Newman Junior High School in said Town on
MONDAY, THE THIRD DAY OF MAY, 1978 at 7:30 P.M.

ARTICLE 2. To hear and act on the reports of Town Officers and Committees.

ARTICLE 3. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1978 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17;

or take any action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 4. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

(Board of Selectmen)

Recommended: That this article be adopted and the sum of $2,105.15 be appropriated for the public Library.

ARTICLE 5. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1978 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of the paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman
Assessor, others
Selectman, Chairman
Selectmen, others
Town Clerk

SEE NOTE ARTICLE 8
PAGE

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 6. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Laws approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following dates : July 11, 1977 and September 14, 1977.

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 7. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board, authorized by Section 15 of the Consolidated Personnel By-Law, in establishing two new classifications and the compensation therefor. Said action taken by the Personnel Board occurred on the following dates; January 16, 1978 and February 13, 1978.

or to take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 8 To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

NOTE:
The Personnel Board requires additional time for revising some of the position titles as a result of expert study authorized under Article 14 of the 1977 Annual Town Meeting and to arrive at firm recommendations for compensation rate changes in some schedules. The appropriate detailed recommended changes to be presented to Town Meeting will be available as soon as possible prior thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 9. To see if the Town will vote to amend Article IX, Section 28, subsection (a) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "(1)day" found in said section so that said new subsection (a) will read as follows:

"(a)Consistent with the eligiblity of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calender year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-law an additional one and a quarter (1¼) days month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one and a quarter (1¼) days per month or proportionate part thereof as hereinafter specified.

or take any other action relative thereto.

(Personnel Board)

Recommendation deferred.

ARTICLE 10. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

(Board of Selectmen)

Recommended: That the amounts appropriated be as recommended in the several budgets.

ARTICLE 11. To see if the Town will vote to amend Article IV of the General By-Laws of the Town by adding the following new section 21:

> "Section 21 - No person owning or operating a gasoline filling station shall allow the pumping of gasoline for retail sale without an attendant employed by the station present to hold the gas nozzle while gasoline is being pumped into the tank of the vehicle.";

or to any other action relative thereto.

(Board of Selectmen)

No recommendation.

ARTICLE 12. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 13. To see if the Town will vote to raise and appropriate the sum of $15,000. to resurface the parking and service areas at the Public Works Building as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of $15,000 be appropriated.

ARTICLE 14. To see if the Town will vote to raise and appropriate the sum of $9,000. for roof repairs at the Public Works Building as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of $9,000 be appropriated.

ARTICLE 15. To see if the Town will vote to raise and appropriate the sum of $5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from avaiable funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of $5,000 be appropriated.

ARTICLE 16. To see if the Town will vote to raise and appropriate the sum of $4,000. to commence an engineering investigation of substandard bridges as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of $12,650. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessments of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended,

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of 12,650 be appropriated, said amount to be raised by transfer from the Sewer Assessment Reserve Account.

ARTICLE 18. To see if the Town will vote to raise and appropriate the sum of $16,235. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of $16,235 be appropriated.

ARTICLE 19. To see if the Town will vote to raise and appropriate the sum of $64,500. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That the sum of $64,500 be appropriated.

ARTICLE 20. To see if the Town will vote to raise and appropriate the sum of $502,000. for the construction of a Transfer facility at the Disposal Area as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 21. To see if the Town will vote to authorize the Board of Selectmen, in the name and on behalf of the Town, to execute a lease to the Needham Golf Club of the water-shed land now occupied by it as lessee and owned by the Town, for a period of ten years at an annual rental of $13,000 and upon such terms as the Selectmen may determine;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 22. To see if the Town will appropriate a sum of money to be expended under the supervision and direction of the Planning Board and the Board of Selectmen for the purpose of performing an in-depth evaluation of Parking and Traffic Circulation in the two business areas of Needham Center and Needham Heights, said evaluation to include a detailed series of recommendations for specific improvements; said sum to be raised by a transfer of said sum of money from the off-street parking meter fund; determine how said sum is to be expended; and that the Board of Selectmen with the aid of the Planning Board be authorized to apply for and receive any Federal, State, and/or County financial aid or assistance which may be available for the foregoing purposes;

or take any action relative thereto.

(Board of Selectmen and Planning Board)

Recommendation deferred.

ARTICLE 23. To see if the Town will appropriate a sum of money for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the Fiscal year ending June 30, 1979; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; determined how said sum is to be raised;

or take any action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 24. To see if the Town will vote to amend Secton 6.1 **Enforcement** of the Needham Zoning By-law by adding the following sentence immediately after the first sentence:

Any request for enforcement of this By-law shall be in writing.;

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 25. To see if the Town will vote to amend Section 4.2. **Density Zones** of the Needham Zoning By-law by adding a new section immediately after the text of the Section 4.2.5. to read as follows:

4.2.6. **Minimum Required Lot Width**

Building lots in all zoning districts shall be required to have no less than 50% of the minimum frontage for the zone (A, B, or C) in which said lot is located as specified in Secton 4.2.1. for a distance which extends from the front lot line throughout the building or structure.;

or take any action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 26. To see if the Town will vote to amend Section 4.3. **Dimensional Regulations for Single Residence, General Residence, and Institutional Districts** by adding a new section immediately after the text of Section 4.3.3. to read as follows:

4.3.4. **Driveway Openings**
In that portion of a lot contained within the required front setback, no paving shall be allowed except for walkways and except that there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveway openings shall not exceed 18 feet in width and must contain an approach apron of no greater than ± 2%grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.4. **Dimensional Regulations for Apartment Districts** by amending Section 4.4.2. **Driveway Openings** by adding after the first sentence of Section 4.4.2. the following:

Driveways shall be located so as to minimize conflict with traffic onstreets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveways shall contain an approach apron of not greater that ± 2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5. **Dimensional Regulations for Business Districts** by amending Section 4.5.4. **Driveway Openings** by adding after the fourth and last sentence of that section, the following:

Driveways shall contain an approach apron of not greater than ± 2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.;

or take any other action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 27. To see if the Town will vote to amend Section 6.2. **Building or Use Permit** by amending the first sentence of Section 6.2.2. to read as follows (new wording is underlined):

Plot plans shall show existing and approved abutting street grades, driveway locationms and grades for any new construction, the proposed elevation of the top of the foundation and of existing and proposed buildings or structures and existing sewers, gas , water and other public utilities in the abutting street.;

or take any action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 28. To see if the Town will vote to amend the Town of Needham Zoning By-law by substituting the following new sections - Section 3.3.2. and Section 3.3.3. - and by adding a numerical designation as Section 3.3.4. to read as follows:

3.3.2. In a Flood Plain District no building or structure shall be erected, altered or used; no land, building or structure shall be used for sustained human occupancy; and no premisses shall be used except for one or more of the following purposes:

(a) any use permitted in the portion of other Districts overlaid by the Flood Plain District subject to all the provisions in this By-law;

(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, horticulture, or outdoor recreation (except for tennis courts, swimming pools, and outdoor recreational uses requiring similar preparation), and

(c) dwellings for sustained human occupancy lawfully existing which shall not hereafter be enlarged or extended.

3.3.3.The Board of Appeals may grant a special permit for:

(a) any building permitted in section 3.3.2. proposed to have in it any heating, plumbing, electric wiring, gas piping or electric or gas appliances;

(b) any driveway;

(c) any building (whether or not heated, wired or provided with plumbing) entailing temporary, seasonal or recurring, but not sustained, human occupancy, such as, but not limited to, a bathing cabana, a boat house, a skating shelter, an observatory, a pumping station or a watchman's station;

(d) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping and building foundations; and

(e) accessory buildings and structures to uses in Section 3.3.2.

3.3.4. In granting a special permit, the Board of Appeals shall consider, among other factors, the following:

or take any action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 29. To see if the Town will vote to amend the Town of Needham Zoning By-law by adding a newSection 3.3.3. immediately after Section 3.3.2. and by redesignating the present Section 3.3.3. as Section 3.3.4. and, if required, renumbering any subsequent sections consecutively so that the new Section 3.3.3. will read as follows:

3.3.3. In a Flood Plain District all new construction and substantial improvements (the cost of which equals or exceeds 50 percent of the market value of the structure) of residential and non-residential structures shall have the lowest floor, including basement or cellar, elevated to or above the flood plain elevation defined on the Town of Needham Zoning Map (the 100 year flood elevation) or in the case of non-residential structures be floodproofed watertight to the applicable flood elevation.

In the case of non-residential structures where watertight floodproofing is permitted, a registered professional engineer or architect shall certify to the Building Inspector that the methods used are adequate to withstand the flood depths, pressures and velocities, impact and uplift forces and other factors associated with the 100 year flood.

In a flood plain district no new construction, substantial improvement or other land development shall be permitted unless it is demonstrated by the applicant that the cumulative effect of the proposed development, when combined with all other existing and anticipated development, will not increase the water surface elevation of the 100 year flood more than one foot at any point within the Town.

The requirements of this section shall be applicable to any use whether permitted as a matter of right, by special permit, or by variance.;

or take any other action relative thereto.

(Planning Board and Recomended By Board of Selectmen)

No recommendation.

ARTICLE 30. To see if the Town will vote to amend the Needham Zoning By-law by incorporating the relevant mandatory revisions contained in Chapter 808 of the Acts of 1975 therein as follows:

1. Amend Section 1.2. **Basic Requirements** by replacing the last sentence of that section with the following new sentance:

   "In accordance with General Laws, Chapter 40A, and notwithstanding any provisions to the contrary, this by-law shall not prohibit, regulate or restrict the use of land or structures for religious purposes or for educational purposes on land owned or leased by the Commonwealth, or any of its agencies, subdivisions or bodies politic or by a religioussect or denomination or by a non-profit educational corporation; provided, however, that such land or structures may be subject to reasonable regulations concerning the bulk and height of structures and determining yard sizes, lot area, setbacks open space, parking and building coverage requirements,"

2. Amend Section 1.4.5. (b) of Section 1.4. **Non Conformance** by replacing "twelve (12) months" with "twenty-four (24) months".

3. Amend Section 1.4.6. **Alteration** by adding the following text at the end of that section.

   "and provided further that the Board of Appeals determines by the grant of a special permit that such alteration is not substantially more detrimental to the neighborhood than the existing non-conforming use except where alteration to a non-conforming single or two family dwelling does not increase the non-conforming nature of the dwelling."

4. Amend Section 5.1. **Accessory Uses** by adding a new subsection as follows :

   "5.1.3. Uses, whether or not on the same parcel as activities permitted as a matter of right, accessory to activities permitted as a matter of right which activities are necessary in connection with the scientific research or scientific development or related production, may be permitted upon issuance of a special permit provided the Board of Appeals finds that the proposed accessory use does not substantially derogate from the public good."

5. Amend Section 6.2 **Building or Use Permit** by adding a new subsection 6.2.3. as follows:

"6.2.3. Construction or operations under a building or special permit shall conform to any subsequent amendment of this By-law unless the use or construction authorized by this permit is commenced within a period of six (6) months after the issuance of the permit and in cases involving construction, unless such construction is continued through to completion as continuously and expeditiously as is reasonable."

6. Amend Section 6.5 **Board of Appeals** by deleting subsections 6.5.1., 6.5.2. in their entireties and substituting the following new subsections:

"6.5.1. Appeals - To hear and decide an appeal taken by any person aggrieved by reason of his (her) inability to obtain a permit or enforcement action from the Building Inspector under the provisions of General Laws, Chapter 40A and or this By-law, by the Metropolitan Area Planning Council or any person including an officer or board of the Town of Needham or of any abutting city or town aggrieved by an order or decision of the Building Inspector in violation of any provision of the General Laws, Chapter 40A or this By-law

"6.5.2. Special Permits — To hear and decide an application for a special permit, as provided in this By-law, only for uses in specified districts which are in harmony with the general purposes and intent of this By-law and which shall be subject to any general or specific rules prescribed herein and appropriate conditions, safeguards and limitations on time and use. A special permit shall lapse within a specified period of time, not more than two years, and including any time required to pursue or await the determination of an appeal pursuant to General Laws, Chapter 40A, Section 17, and if a substantial use thereof has not sooner commenced except for good cause or in the case of a permit for construction if construction has not begun within the period except for good cause."

7. Amend Section 6.5. **Board of Appeals** by adding the following text immediately subsequent to the last sentance of subsection 6.5.3.

In the case of every appeal made to the Board of Appeals, every petition for variance, and every application for special permit to said Board under the provisions of this By-law, the Board shall hold a public hearing thereon. Notice of the hearing shall be given by publication in a newspaper of general circulation in the Town once in each of two successive weeks, the first publication to be not less than fourteen days before the day of the hearing and by posting said notice in the Town Hall for a period of not less than fourteen days before the day of the hearing. Notice shall be sent by mail, postage prepaid, to parties in interest including the petitioner, abutters, owners of land directly opposite on any public or private street or way owners of land within three hundred feet of the property line including owners of land in another municipality all as they appear on the most recent applicable tax lists, the planning board and he planning board of every abutting municipality. The assessors shall certify to the Board the names and addresses of the parties in interest.

In case of an appeal from a decision of the Building Inspector and of a variance, a petition shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the receipt of the petition from the Town Clerk and shall render a decision within seventy-five days from the date of filing. Failure by the Board to take final action upon a petition within the said seventy-five day period shall be deemed to be a grant of the appeal of the variance applied for."

In case of a special permit, an application shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the filing date and shall render a decision within ninety days rom the date of the public hearing. Failure to take final action upon an application within the said ninety day period shall be deemed to be a grant of the permit applied for."

8. Amend Section 6.7. **Repetitive Petitions** by deleting subsection 6.7.2. in its entirety and substituting the following:

6.7.2. No appeal, application or petition which has been unfavorably and finally acted upon by the Board of Appeals shall be acted favorably upon within two years after the date of final unfavorable action unless (1) all but one of the members of the Planning Board consent to a re-petition after notice is given to parties in interest of the time and place of the proceedings to consider consent and (2) the Board of Appeals finds specific and material changes in the conditions upon which the previous unfavorable action was based, describes such changes in its records and similarly consents,"

9. Amend Section 6.8 **Penalties** so that the revised section will read as follows :

"Any person, firm, or corporation violating any section or provision of this By-law shall be subject to a fine not exceeding fifty dollars ($50.00) for the first offence and one hundred dollars ($100.00) for each subsequent offense. Each day, or part thereof, that any violation continues shall constitute a separate offense."

10. Amend Section 6.9. **Amendment** so that the revised section will read as follows:

"This By-law may be amended from time to time at an annual or special town meeting. An amendment may be iniated by the submission to the Board of Selectmen of a proposed change by the Board of Selectmen, the Board of Appeals, an individual owning land in the Town to be affected by the amendment, registered voters of the Town pursuant to General Laws, Chapter 39, Section 10, the Planning Board and the Metropolitan Area Planning Council. Within fourteen (14) days of the receipt of the proposed change, the Board of Selectmen shall submit it to the Planning Board. A public hearing shall be held within sixty-five (65) days after the proposed change is submitted to the Board."

11. Amend Section 6.11 **Effective Date** so that the revised section will read as follows:

"The effective date of an amendment to this By-law shall be the date on which such amendment was adopted by a favorable two-thirds vote of Town Meeting, subject to its approval by the Attorney General and its publication in a town bulletin or pamphlet and posting or publication in a newspaper pursuant to General Laws, Chapter 40, Section 32."

Because of the mandatory nature of the amendments proposed herein it is hereby intended to eliminate the potential conflict between the Needham Zoning By-law and the mandatory provisions of said Chapter 808; the results herein shall not be construed as an acceptance of said Chapter 808 but is intended to give effect to such mandatory provisions as if the within amendments or changes in the Zoning By-law had not been effectuated as herein authorized;

or take any action relative thereto.

(Planning Board)

No recommendation.

ARTICLE 31. To see if the Town will vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

6.5.3. Variances - To hear and decide a petition with respect to particular land or structures for a varience from the terms of thei By-law where the Board specifically finds that owing to circumstances relating to soil conditions, shape and topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of this By-law would involve a substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both of time and use, including the continued existence of any particular structures but excluding any conditions, safeguard or limitation based upon the ownership of the land or structure to which the variance pertains by the applicant, petitioner or any owner. If the rights authorized by a variance are exercised within one year of the date of authorization, they shall lapse and may be reestablished only after a new notice and hearing.;

or take any action related thereto.

(Planning Board)

No recommendation.

ARTICLE 32. To see if the Town will vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

> 6.5.3. Variances - To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law, including a variance authorizing a use or activity not otherwise permitted in a particular zoning district, where the Board specifically finds that owing to circumstances relating to soil conditions, shape or topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of the By-law would involve substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both in time and use, including the continued existence or any particular structures but excluding any condition, safeguard or limitation based upon the continued ownership of the land or structure to which the variance pertains by the applicant, petitioner or any owner. If the rights authorized by a variance are not exercised within one year of the date of the authorization, they shall lapse and may be reestablished only after a new notice and hearing.;

or take any action related thereto.

(Planning Board)

No recommendation.

ARTICLE 33. To see if the Town will vote to amend the "Zoning Map of the Town of Needham, Mass.," dated August 1975, as most recently amended, by changing from Business District to Medical District and from General Residence District to Medical District all of that portion of land now located in a Business District which lies east of Chestnut Street, north and east of the property at Nos. 210-220 Chestnut Street, supposedly owned by Lorruso, north of Lot No. 1C Lincoln Street, supposedly owned by Gosh, west of Lincoln Street and south of School Street, and by changing from Single Residence District to Medical District all of that portion of land now located in a Single Residence District which lies east of Lincoln Street, north of Kimball Street, west of Lots Nos. 39, 40, 41, 42, 42B, 42A and 43 Grant Street, supposedly owned by Valdina, Toko, Johannessen, Forsythe, Cusack and MacMillan respectively, and west of Lot No. 15 Kimbal Street, supposedly owned by Langille, and south of School Street.

or take any action relative thereto.

(Edward L. Davis, Jr., et al)

No recommendation.

ARTICLE 34. To see if the Town will vote to amend the Town's Zoning By-law to include a new Medical District by incorporating the following changes therein:

1. In Section **2. Use Districts,** subsection **2.1 Classes of Districts,** add the following between A-2 Apartment and I — Institutional: "MD — Medical."

2. In Section **3. Use Regulations,** add the following new sub-section 3.5:

   3.5. **Permitted Uses in Medical Districts**

   3.5.1 No building or structure shall be erected, altered or used and no premises shall be used for any purpose or in any manner except as enumerated below:

General Acute, medical-surgical hospital with diagnostic, radiologic, laboratory and clinical support facilities.

Offices for use by physicians, surgeons, dentists and related medical and clinical professionals engaged in the care and treatment of human beings.

Ancillary laboratory, diagnostic and clinical equipment, services and facilities directly related to and physically within the individual professional offices listed below.

Off-street parking in support of the permitted uses above.

3. In Section **4. Intensity Regulations,** add a new sub-section as follows:

4.8.1 **Maximum Building Density**

The gross floor area of any buildings or structures to be constructed, reconstructed, extended, enlarged or arranged on any lot should not exceed thirty-five (35) percent of the gross area of said lot for a one-story building, fourty-five (45) percent for a two-story building and fifty-five (55) percent for a three-story building.

4.8.2 **Minimum Lot Area**

Notwithstanding the minimum lot area requirements in sction 4.2.1, the minimum lot area in this district shall be twenty thousand (20,000) square feet except that a lot used exclusively for off-street parking shall not be less than five thousand (5,000) square feet and not more than twelve thousand (12,000) square feet.

4.8.2 **Height Limitations**

The limit of a height of a building or structure shall be three (3) stories not to exceed thirty-five (35) feet except that this limitation shall not apply to parapets, towers, steeples, radio or television antennae, chimneys, ventilators, air conditioning equipment, sky lights or elevator penthouses.

4.8.4 **Minimum Front Setback**

There shall be a minimum front setback of ten (10) feet which shall be kept open and in lawn and landscaped, unpaved and unparked on, except for walks and driveways as defined in subsection 4.5.4 and a sign or flagpole as permitted in subsection 5.2.2.

4.8.5 **Minimum Side and Rear Setbacks for Buildings**

No building or structure shall be placed or constructed within fifteen (15) feet of a side or rear lot line which adjoins a lot in the same district or a business district or within twenty-five (25) feet of a side or rear lot which adjoins a residential district.

4.8.6 **Minimum Side and Rear Setbacks for Parking Areas**

No parking area shall be located or constructed within ten (10) feet of a side or rear lot line which adjions a lot in the same district or a business district or within fifteen (15) feet of a side or rear lot line which adjoins a residential district. The setback areas so defined shall be kept open and in lawn and suitably landscaped, unpaved and unparked on, subject to the requirements in subsection 4.8.7.

ARTICLE 32. To see if the Town will vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

> 6.5.3. Variances - To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law, including a variance authorizing a use or activity not otherwise permitted in a particular zoning district, where the Board specifically finds that owing to circumstances relating to soil conditions, shape or topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of the By-law would involve substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both in time and use, including the continued existence or any particular structures but excluding any condition, safeguard or limitation based upon the continued ownership of the land or structure to which the variance pertains by the applicant, petitioner or any owner. If the rights authorized by a variance are not exercised within one year of the date of the authorization, they shall lapse and may be reestablished only after a new notice and hearing.;

or take any action related thereto.

(Planning Board)

No recommendation.

ARTICLE 33. To see if the Town will vote to amend the "Zoning Map of the Town of Needham, Mass.," dated August 1975, as most recently amended, by changing from Business District to Medical District and from General Residence District to Medical District all of that portion of land now located in a Business District which lies east of Chestnut Street, north and east of the property at Nos. 210-220 Chestnut Street, supposedly owned by Lorruso, north of Lot No. 1C Lincoln Street, supposedly owned by Gosh, west of Lincoln Street and south of School Street, and by changing from Single Residence District to Medical District all of that portion of land now located in a Single Residence District which lies east of Lincoln Street, north of Kimball Street, west of Lots Nos. 39, 40, 41, 42, 42B, 42A and 43 Grant Street, supposedly owned by Valdina, Toko, Johannessen, Forsythe, Cusack and MacMillan respectively, and west of Lot No. 15 Kimbal Street, supposedly owned by Langille, and south of School Street.

or take any action relative thereto.

(Edward L. Davis, Jr., et al)

No recommendation.

ARTICLE 34. To see if the Town will vote to amend the Town's Zoning By-law to include a new Medical District by incorporating the following changes therein:

1. In Section **2. Use Districts,** subsection **2.1 Classes of Districts,** add the following between A-2 Apartment and I — Institutional: "MD — Medical."

2. In Section **3. Use Regulations,** add the following new sub-section 3.5:

   3.5. Permitted Uses in Medical Districts

   3.5.1 No building or structure shall be erected, altered or used and no premises shall be used for any purpose or in any manner except as enumerated below:

General Acute, medical-surgical hospital with diagnostic, radiologic, laboratory and clinical support facilities.

Offices for use by physicians, surgeons, dentists and related medical and clinical professionals engaged in the care and treatment of human beings.

Ancillary laboratory, diagnostic and clinical equipment, services and facilities directly related to and physically within the individual professional offices listed below.

Off-street parking in support of the permitted uses above.

3. In Section **4. Intensity Regulations,** add a new sub-section as follows:

4.8.1 **Maximum Building Density**

The gross floor area of any buildings or structures to be constructed, reconstructed, extended, enlarged or arranged on any lot should not exceed thirty-five (35) percent of the gross area of said lot for a one-story building, fourty-five (45) percent for a two-story building and fifty-five (55) percent for a three-story building.

4.8.2 **Minimum Lot Area**

Notwithstanding the minimum lot area requirements in sction 4.2.1, the minimum lot area in this district shall be twenty thousand (20,000) square feet except that a lot used exclusively for off-street parking shall not be less than five thousand (5,000) square feet and not more than twelve thousand (12,000) square feet.

4.8.2 **Height Limitations**

The limit of a height of a building or structure shall be three (3) stories not to exceed thirty-five (35) feet except that this limitation shall not apply to parapets, towers, steeples, radio or television antennae, chimneys, ventilators, air conditioning equipment, sky lights or elevator penthouses.

4.8.4 **Minimum Front Setback**

There shall be a minimum front setback of ten (10) feet which shall be kept open and in lawn and landscaped, unpaved and unparked on, except for walks and driveways as defined in subsection 4.5.4 and a sign or flagpole as permitted in subsection 5.2.2.

4.8.5 **Minimum Side and Rear Setbacks for Buildings**

No building or structure shall be placed or constructed within fifteen (15) feet of a side or rear lot line which adjoins a lot in the same district or a business district or within twenty-five (25) feet of a side or rear lot which adjoins a residential district.

4.8.6 **Minimum Side and Rear Setbacks for Parking Areas**

No parking area shall be located or constructed within ten (10) feet of a side or rear lot line which adjions a lot in the same district or a business district or within fifteen (15) feet of a side or rear lot line which adjoins a residential district. The setback areas so defined shall be kept open and in lawn and suitably landscaped, unpaved and unparked on, subject to the requirements in subsection 4.8.7.

4.8.7 **Fencing and/or Screening**

Properties in a residential district which abut or are across the street from a parking area in this district shall be protected from headlight glare by either one of the following:

1.) a strip of land along the property line at least four (4) feet wide densely planted with shrubs or trees at least four (4) feet high at the time of planting or

2.) a wall, barrier or fence of uniform appearance at least four (4) feet high either opaque or perforated if not more than fifty (50) percent of the face is open.

4. In Section **5. Special Regulations,** subsection **5.2 Signs,** subsection 5.2.2

delete the following words in the title of subsection 5.2.2. and in paragraph (a) thereof " and Institutional Districts" and add "Institutional, and Medical Districts"

add the following words at the end of the paragraph (a) (2):

"for each professional person occupying an office or suit on the premises" and

add the following words in paragraph (a) (6) after the word "dwelling:"

"or in an office or suite in a professional building" and

add at the end of said subsection the following new paragraph:

"(9) one ground sign to include the names and, or professions of the occupants of a professional office and of the name of the building and date of erection said sign in the aggregate to be not greater than two (2) square feet per occupant but in no event larger than fourty (40) square feet."

5. In the Section **5. Special Regulations,** subsection **5.3 Off-Street Parking Requirements,** add the following new paragraph:

"In a Medical District off-street parking spaces shall be provided for each of the following permitted uses and structures as identified in subsection 3.5:

General acute, medical-surgical hospital, with diagnostic, radiologic, laboratory, clinical and support facilities	One space for each two beds plus one space for each two employees on the largest shift plus one space for each three seats in a place of public assembly(if available)
Offices for use by physicians, surgeons, dentists and related medical and clinical professionals engaged in the care and treatment of human beings	One space for each 200 square feet or fraction thereof of gross floor area
Ancillary Laboratory, diagnostic and clinical equipment, services and facilities directly related to and physically within the individual professional offices listed above	One space for each 200 square feet or fraction thereof of gross floor area

Parking spaces shall be indoors or outdoors, and if outdoors, shall be treated with a surface binder, and drained to the extent necessary to prevent dust, erosion or water flow across public ways or abutting properties. Each parking space shall be laid out and striped or marked. Compact car spaces not to exceed twenty (20) percent of the total required number and having not less than one hundred and twenty (120) square feet each may be allowed, provided they are located in one contiguous area and suitably and conspicuously signed. Parking areas shall be so designed that no vehicle will be required to back into a public way to exit from a lot. Parking space illumination shall be shielded so as not to shine upon abutting or other nearby properties or streets. Parking spaces shall be cleaned, plowed and maintained in good condition at all times and shall not be used for any other use that interferes with their availability for the need which they are required to serve. Whenever a change in the use of a lot or structure occurs, parking spaces shall be provided in accordance with the requirements herein for the new use.";

or take any other action relative thereto.

(Edward L. Davis, Jr., et al)

No recommendation.

ARTICLE 35. To see if the Town will vote to amend the Zoning Map of the Town of Needham, Massachusetts, dated August 1975, as most recently amended by changing from Single Residence to Apartment, "A-2", the following described area:

BEGINNING at a point in the westerly and southerly sideline of Forest Street at the northerly and easterly sideline of East Militia Road; thence

SOUTHEASTERLY and EASTERLY: along the southerly sideline of said Forest Street, Three hundred ninety and 02/100 (390.02) feet, one hundred thirty-five and 52/100 (135.52) feet, sixty-four and 03/100 (64.03) feet, one hundred fourty-eight and 31/100 (148.31) feet, two hundred ninety-five and 85/100 (295.85) feet, one hundred ninety-eight and 20/100 (198.20) feet, eighty-three and 93/100 (83.93) feet, one hundred seventy-seven and 45/100 (177.45) feet, one hundred seventeen and 71/100 (117.71) feet, and sixteen and 15/100 (16.15) feet, to a stone bound; thence

SOUTHERLY and SOUTHWESTERLY: along said Forest Street and along the westerly sideline of Central Avenue, three hundred eight and 28/100 (308.28) feet, two hundred five and 74/100 (205. 74) feet, and seventy-one

SOUTHWESTERLY :	by land now or formerly of Albert D. Hersey, three hundred sixty-eight and 18/100 (368.18) feet; thence
SOUTHERLY:	by land of said Albert D. Hersey, one hundred five and 50/100 (105.50) feet; thence
EASTERLY:	by land of said Albert D. Hersey, to a point being the northeast corner of Lot 1A on a plan entitled, "Plan of Land in Needham, Mass." dated August 25, 1966, Cheney Engineering Co. Inc., Needham Mass. recorded with Norfolk Registry of Deeds as Plan No. 989 of 1966 in Plan Book 221; thence
SOUTHERLY:	along the westerly boundary of said Lot 1A, one hundred thirty and 22/100 (130.22) feet; thence
EASTERLY:	along southerly boundary of said Lot 1A, three hundred and twenty-three and 21/100 (323.21), feet, to a point on the westerly sideline of Central Avenue; thence
SOUTHERLY:	along the westerly sideline of said Central Avenue, one hundred forty-one and 86/100 (141.86) feet, two hundred twenty-two and 59/100 (222.59) feet, and fifty-two and 96/100 (52.96) feet; thence
NORTHWESTERLY:	by land now or formerly of Domenic R. Gherin-Ghelli and Alda M. Gherin-Ghelli, four hundred (400) feet; thence
SOUTHWESTERLY:	by land of said Domenic R. Gherin- Ghelli and Alda M. Ghrin-Ghelli, six hundred forty-one and 97/100 (641.97) feet; thence
NORTHWESTERLY:	by land now or formerly of the United States of America, seven hundred eight and 93/100 (708.93) feet and one hundred thirteen and 27/100 (113.27) feet; thence
SOUTHWESTERLY:	by land of said United States of America three hundred fifty-three and 40/100 (353.40) feet; thence
SOUTHEASTERLY:	by land of said United States of America, eight hundred twenty-one (821) feet to a point, thence continuing southeasterly to the east sideline of said East Militia Road; thence
NORTHWESTERLY' NORTHERLY and NORTHEASTERLY:	along the easterly sideline of said East Militia Road to the point of beginning.

The foregoing amendment should not be construed to be an express of implied acceptance of Chapter 808 of the Acts of 1975 amending Massachusetts General Laws or Chapter 40A;

or take any other action relative thereto.

(Francis G. Denneen, et al)

No recommendation.

ARTICLE 36. To see if the Town will vote to amend the Town's zoning map by changing from business district to a single residence district the area hereinafter more particularly identified, bounded and described:

"Said area consists of a rectangular parcel measuring 150 feet by Great Plain Avenue and 200 feet by Broadmeadow Road on the northerly side of the intersection of Great Plain Avenue and Broadmeadow Road plus a triangular parcel (the exact dimensions are unknown) located on the southerly side of Broadmeadow Road at the intersection of Great Plain Avenue and Broadmeadow Road.

It is intended to describe herein all the area initially zoned for business and first shown on plan entitled 'zoning map of the Town of Needham, Massachusetts 1925' attached to the first Zoning By-Law of the Town of Needham adopted by vote under Article 48 of the March 26, 1925 adjourned Annual Town Meeting, except that portion of the above described area which was changed from business to a single residence district by vote of the Town under Article 28 of the 1976 Annual Town Meeting.";

or take any other action relative thereto.

(Richard C. Graham, et al)

No recommendation.

ARTICLE 37. To see if the Town will vote to accept the provisions of Mass. General Laws, Chap. 71, Sec. 71E, added by Chap. 639 of Acts of 1977, which authorizes the School Committee to maintain separate revolving accounts for its receipts and expenditures in connection with the conduct if adult education and continuing educational programs including, but not limited to, adult physical fitness programs, summer school programs, and programs designated by prior vote of said School Committee as community school program;

or take any other action relative thereto.

(School Committee)

Recommendation deferred.

ARTICLE 38. To see if the Town will accept Chapter 665 of the Acts of 1977 adding a new section 53D to Mass. G.L. Chap. 244, authorizing the utilization of a revolving or self supporting fund for recreation and park purposes;

or take any other action relative thereto.

(Park and Recreation Commission)

Recommendation deferred.

ARTICLE 39. To see if the Town will vote to appropriate a sum of money to paint the walls and radiators, varnish, stain or paint all doors and windows in the offices within the Town Hall occupied by the Board of Health; determine how said sum shall be raised and expended;

or take any other action relative thereto.

(Board of Health)

Recommended: That this article be dismissed. Money for this purpose is included in line 138 of the operating budget.

ARTICLE 40. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 43 of the 1977 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1779 Annual Town Meeting or sooner;

and take any other action relative thereto.

(Future School Needs Committee)

Recommended: That this article be adopted.

ARTICLE 41. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 44 of the 1977 Annual Town Meeting said Committee to report to the next Annual Town Meeting or sooner.

or take any other action relative thereto.

(Public Safety Committee)

Recommended: That this article be adopted.

ARTICLE 42. To see if the Town will vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 45 of the 1977 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner.

or take any other action relative thereto.

(Board of Selectmen)

Recommended: That this article be adopted.

ARTICLE 43. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 46 of the 1977 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capitol budget sub-committee and to the 1979 Annual Town Meeting or sooner;

or take any other action relative thereto.

(Solid Waste Disposal Committee)

Recommended: That this article be adopted.

ARTICLE 44. To see if the Town will vote to authorize the Needham VOTERS' GUIDE compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant for the 1979 and April 1980 Annual Town Meeting under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred:

or take any other action relative thereto.

(Board of Selectmen as requested by League of Women Voters)

Recommended: That this article be adopted.

ARTICLE 45. To see if the Town will appropriate a sum of money to pay a proper charge for effecting insurance providing indemnity for or protection to any officer or employee of the Town while acting within the scope of his official duties as authorized by G.L. Chap. 40, Sec. 5, clause (1); determined how said sum shall be raised and expended;

or take any other action relative thereto.

(Board of Selectmen)

Recommendation deferred.

ARTICLE 46. To see if the Town will vote to appropriate a sum of money not to exceed five (5%) percent of the amount raised in the preceding year by taxation of real and tangible personal property for the purpose of establishing a special fund to be used for off-setting the anticipated future cost of funding the contributory retirement system of the Town, as more specificly authorized by Mass. G. L. Chapter 40, Section 5D (added by Chap. 559 of the Acts of 1977); the Town Treasurer shall be the custodian of said fund and may deposit or invest the proceeds thereof in the manner prescribed by said Chapter 40, Section 5D;

or take any other action relative thereto.

(Finance Committee and recommended by the Board of Selectmen)

Recommended: That the sum of $85,000 be appropriated.

ARTICLE 47. To see if the Town will vote to approve the development of an additional housing project or the development of approximately 100 additional housing units for elderly persons within the Town of Needham as authorized by Part VII of Mass. G.L. Chapter 121 under the supervision and direction of the Needham Housing Authority as therein authorized; that said Needham Housing Authority through and in cooperation with the Board of Selectmen or any other participating Town tribunal is hereby further authorize to make formal application for financial aid and any other assistance, and guidance under said Chapter 121 intended for the development of housing for the elderly herein contemplated; or take any other action relative thereto.

(Needham Housing Authority)

Recommendation deferred.

ARTICLE 48. To see if the Town will vote to authorize the Rosemary Lake Reclamation Committee established by vote of the Park and Recreation Commission dated November 30, 1970, and amended by vote of said Commission dated March 16, 1971, to continue study and to seek federal or state financial assistance where available through the Park and Recreation Commission and the Board of Selectmen for continuation of the program for reclamation of Rosemary Lake; authorize and direct said Committee and the Park and Recreation Commission through the Board of Selectmen to take any action necessary to obtain for the Town partial reimbursement from the Federal Government pursuant to the Land and Water Conservation Fund, P.L. 88-578 (78 STAT. 897) ; and said Committee, Commission, and Board are further authorized to make application, on behalf of the Town, for any additional Federal and State financial assistance which may be available for the reclamation program herein contemplated;

or take any other action relative there to.

(Park and Recreation Commission)

Recommendation deferred.

ARTICLE 49. To see if the Town will vote to transfer a sum from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1978-1979.

and take any other action relative thereto.

(Finance Committee)

Recommended: That this article be adopted with a dollar amount to be established at Town Meeting.

ARTICLE 50. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

or take any other action relative thereto.

(Board of Selectmen)

No recommendation.

REPORTS OF SPECIAL COMMITTEES

REPORT OF THE PUBLIC WORKS DEPARTMENT

The following report is submitted in compliance with a resolution adopted at the 1956 Annual Town Meeting.

RE: Article 12. Continuing changes in what was formerly known as the Chapter 90 Program require an affirmative vote on this Article to insure the receipt of funds from the County and the Commonwealth. The Article merely authorizes the Board of Selectmen to accept the funds and contract with the State and/or County for construction and maintenance projects on eligible Town roads.

RE: Article 13. $15,000 to be raised to resurface the parking and service areas at the Public Works Building. The existing pavement placed in 1960 is failing in many locations and must be strengthened with an overlay. The $15,000 covers the cost of contract work in conjunction with Town labor and equipment.

RE: Article 14. $9,000. to be raised to repair the tar and gravel roof over the second floor office portion of the Public Works Building. Temporary repairs have been unsuccessful in stopping leaks over the last two years. An inspection by professional roofers indicates that the entire roof area has bubbled and cracked necessitating the complete removal and replacement of all existing material.

RE: Article 15. $5,000. to be raised for continuance of curbing and sidewalk alterations in and adjacent to business areas. The plan for Fiscal 1979 calls for the funds to be expended on Pickering Street and the south side of May Street where curbing will be installed and sidewalks replaced. Highway Division personnel will perform this construction.

RE: Article 00. $4,000. to be raised to commence an engineering investigation of bridges over the Charles River for the purpose of rating their safe load capacity and to determine what improvements may be necessary to upgrade the structures to safe standards. State assistance may be available by way of reimbursement.

RE: Article 00. $12,650. to be appropriated from the Sewer Reserve Account for Sewer Construction in the following locations petitioned for by abutters or recommended by the Public Works Department and approved by the Board of Selectmen.

PROPOSED SEWER CONSTRUCTION BY TOWN FORCES

Location	From	To	Length	Size	Petitioned
Pershing Road	House No.16	House No. 29			
	Easement	House No. 59	850′	8″	12/7/77
Webster Street	House No. 1062	Southerly	515′	8″	9/14/77

The estimated expense cost for this work is $12,650. and is partially recoverable through the assessment of betterments. The funds for Town labor expended on this project are included in the Sewer Division budget.

RE: Article 18. $16,235. to be raised for Storm Drain Construction expenses in the following locations as recommended by the Public Works Department and approved by the Board of Selectmen:

Location	From	To	Length	Size
Crescent Road	House No. 13	Union Street	230′	12″
Highgate Street	Audrey Avenue	Arch Street	300′	12″
Ivy Road	Ivy Road	Northerly	75′	48″
			60′	42″
Laurel Drive	House No.46	Laurel Circle	830′	12″
Parker Road	Lexington Avenue	Easterly	230′	12″
Wexford Street	Brook Road	Easterly	350′	12″

The funds for Town labor on the above listed projects are included in the Sewer Division Budget.

Article 19. $64,500. to be raised to install 1910 feet of 6 inch, 1100 feet of 12 inch and 1100 feet of 14 inch water main plus 6 hydrants at seven locations. Funds requested are for the purchase of pipe, hydrants, gates, fittings and the necessary construction materials to complete the project. Water Division personnel will perform the work under the regular salary account. The project is in keeping with the Department's Master Plan to update the water distribution system to provide proper fire flows and domestic supply to all areas of the Town.

RE: Article 20. $502,000. to be raised to construct and equip a Transfer Facility at the Disposal Area. As stated in previous reports the impetus for the significant change at the area lies with the State Department of Environmental Quality Engineering which feels that the Town, with a population of 30,000 without the benefit of townwide rubbish collection will find it extremely difficult to control the volume of refuse delivered by private automobiles in a manner that conforms to State Regulations for the Disposal of Solid Wastes by Sanitary Landfill. On June 6, 1977 this Department received a reply to its letter of February 3, 1977, which contained a supplement to the original report filed with the State on March 21, 1975, which granted the Town the long awaited approval of its plan to operate the Disposal Area as a sanitary landfill. The State approval contained nine provisions, one of which stipulated that, "The institution of the proposed transfer station system at the entrance to the facility shall be held in abeyance until the matter regarding the utilization of the site for sewage treatment purposes has been resolved. If the site will continue to be used for landfill purposes, said transfer system must be initiated as soon as possible."

The site selection committee has dismissed the Disposal Area as a potential location for the sewage treatment plant, but as of this writing, no official decision has been made by the E.P.A. The monies appropriated at the last two Town Meetings are being utilized for their intended purpose and both projects are nearing completion.

The dramatic increase in the cost of the proposed tranfer facility, originally developed in 1974, reflects the change in State requirements plus the continued escalation of equipment and construction costs.

The Public Works Department in conjunction with the Solid Waste Disposal Study Committee intends to make a detailed presentation to Town Meeting outlining several alternatives to meeting the Town's responsibilties in the area of solid waste collection and disposal.

Respectfully Submitted,

ROBERT A. MacEWEN, Director
Public Works Department

REPORT OF THE PLANNING BOARD

In accordance with Article 84 of the 1963 Annual Town Meeting the Planning Board submits the following explanation of the articles which will be presented to the 1978 Annual Town Meeting.

ARTICLE 22. This article sponsored jointly by the Planning Board and the Board of Selectmen request capital funds to retain the professional services of a traffic consultant to perform an indepth evaluation of parking and circulation in the two business areas of Needham Center and Needham Heights. The study will include a detailed series of recommendations for immediate improvements as well as longer range improvements in these areas.

An exact dollar cost of the study will be established prior to Town Meeting.

ARTICLE 24. Presently, no formal mechanism exists for any individual citizen to follow who might request that the Building Inspector enforce the Town's Zoning By-law against any violators. Adoption of this article would make it mandatory that any request for enforcement of the by-law be made in writing.

ARTICLE 25. This proposed amendment to the Zoning By-law would require that all future lots for building purposes within the Town of Needham be a certain minimum width for a distance which extends from the front lot line to the rear of the building. The recommended minimum width is 50% of the minimum frontage for the zone in which the lot is located. The Town is divided into three different zones — A, B, and C — with the required minimum frontage being 150, 80, and 100 feet respectively. Accordingly, the respective minimum lot width for the depth indicated in each zone would be 75 feet in zone A, 40 feet in zone B, and 50 feet in zone C.

The objective of this regulation is to promote an orderly development pattern and to prevent a proliferation of oddly shaped lots which, while still meeting the minimum frontage requirement, would neck down to a width of 5 to 10 feet, or even less, for the greater depth of the lot.

ARTICLE 26. The proposed regulations on the driveway openings are being recommended in order to ensure that the public safety of the residents of the Town and the members of the motoring public is protected.

A completely new Section 4.3.4. is being added to the by-law to give the town some degree of control within residental districts over the number of driveway openings, their width, and their grade as they approach the public way.

Section 4.4.2. adds essentially similar regulations within the Town's apartment districts.

Section 4.5.4. relating to driveway openings in business districts already contains provisions similar to those being included in the two other sections, therefore, the only revision recommended here deals with driveway grades being no greater than ± 2%.

ARTICLE 27. Adoption of this article would require that driveway locations and the driveway grades be indicated on all plot plans for the building permits involving new construction work. In the case of a building addition where the driveway location is unchanged this information would be required. This requirement would enable the building department to seek the review of the engineering department to ensure the new driveway locations will conform to sound traffic engineering principles.

ARTICLE 28. This proposed revision to the section of the By-law dealing with the Town of Needham flood plain was recommended by the Conservation Commission and would prohibit active recreational uses such as tennis courts and swimming pools from being constructed therein. A further revision of this section allows the uses quoted below only under a specia! permit as issued by the Board of Appeals. Under the present by-law these uses do not require a special permit since they are allowed as a matter of right:

> "dumping, filling, earth transfer or relocation operations only in connection with trenches, landscaping and building foundations".

ARTICLE 29. This joint article sponsored by both the Planning Board and the Board of Selectmen is a revision of the flood plain provisions of the By-law and is proposed to conform to the requirements of the Federal Insurance Administration, a division of the Department of Housing and Urban Development. This will allow the Town to continue in the flood insurance program so that eligible property owners can continue to purchase flood insurance at subsidized rates if they so desire.

ARTICLE 30. Eleven specific revisions are contained within this article to bring the Needham Zoning By-law in compliance with the new State Zoning Act, Chapter 808 of the Act of 1975. The revisions are mandatory in nature and are intended to eliminate any areas of conflict between the State law and the local zoning by-law.

ARTICLE 31. and ARTICLE 32. Both articles recommend revisions to Section 6.5.3. of the By-law relating to variances as issued by the Board of Appeals.

The first article is a mandatory revision to comply with the new State Zoning Act. The text of the second article is a duplicate of the first article except for the wording starting the third line, "including a variance authorizing a use or activity not otherwise permitted in a particular zoning district". Inclusion of this language would allow the Board of Appeals to continue to grant use variances.

The new State Zoning Act requires that communities that wish to allow the Board of Appeals to continue to grant use of variances must approve a specific zoning amendment in order to do so. In the event that the Town Meeting does not approve the issuance of use variance, then all proposals of a "use variance nature" would have to come before Town Meeting as rezoning proposals and would require the normal two thirds vote for adoption.

In addition to the articles described previously, three citizens' petitions have also been submitted for consideration. More detailed information will be presented by the proponents pf these articles at Town Meeting.

ARTICLE 33. and ARTICLE 34. Two related articles deal with the establishment of a new zoning district within the Zoning By-law- a Medical District - and the creation of an area for the location of the Medical District adjacent to and including the Glover Memorial Hospital.

ARTICLE 35. This article seeks a rezoning of 59 acres of land owned by Babson College at the northeasterly corner of Forest Street and Central Avenue from single residence, zone A (1 acre minimum) to apartment A-2 (8 units/acre maximum density) for the purpose of constructing a retirement community with related amenities including a health care facility. The Planning Board will carefully and thoroughly review this proposal in an attempt to assess its long range impact on the Town and in order to arrive at a definitive recommendation for presentation at Town Meeting.

ARTICLE 36. This citizens' petition seeks to rezone all land zoned for business in the vicinity of Evans Road, Broadmeadow Road, and Great Plain Avenue, known as the Birds Hill Area, to single residence. Amongst the businesses presently active in this area are a Gulf Oil Gasoline station, the Birds Hill Pharmacy, a real estate office, American Fire Equipment Company, and a building used as offices on Evans Road.

Under Article 33 the 1977 Annual Town Meeting voted to restrict retail sales within the limits of the New England Industrial Center and also approved a motion that the Planning Board evaluate whether this regulation should be further liberalized to allow some degree of retail trade. In accordance with this directive the Planning Board will present its recommendations to the 1978 Annual Town Meeting.

If you have any questions or comments on these articles, we would be glad to discuss them with you.

Respectfully submitted,

GEORGE N. GIUNTA, Chairman
ELLEN M. CANAVAN, Vice Chairman
JOHN H. COGSWELL
NORMAN A. HOMSY
STANLEY R. TIPPETT

NEEDHAM LOW & MODERATE INCOME HOUSING COMMITTEE

Our committee continues to document the increasing need for low and moderate income housing in Needham.

During the past year we have talked with and met with concerned consumers, Town officials, and potential developers. Our role became a semi-active one while waiting for the final decision on plans for "Nehoiden Glen" on Central Avenue, presented by a developer who proposed to use 121A contractual arrangements.

We continued to recommend and support this proposal and we have monitored all committee meetings and public hearings where funding has been discussed in detail. The Board of Appeals has given approval of findings under a comprehensive permit pursuant to Chapter 40B, which qualifies for federal subsidy.

We interpret our mandate from the Town to be that of persistent effort "to determine what action the Town should take regarding the demonstrated need for low and moderate income housing." Even if "Nehoiden Glen" is quickly built and occupied, a substantial need will remain unmet. The list of applicants for apartments *already* exceeds the number of units in the above proposal.

DORATHEA WILLGOOSE, Acting Chairman
DOROTHY DWYER, Secretary
PETER BENFIELD
GLADYS GORDON
RAEBURN HATHAWAY
ELIZABETH KEIL
DEXTER MARSH
RICHARD RUSSELL

Needham Low and Moderate
Income Housing Committee

REPORT OF THE FUTURE SCHOOL NEEDS COMMITTEE

Since June your Committee has been assessing future facility needs. The Committee has been divided into task forces to cover individual future needs.

TRENDS IN SCHOOL ENROLLMENT

Upon the completion of school enrollment figures on October 1, it was concluded that the school population is still declining. We had projected a 1977-78 enrollment of 6361 which actually became 6277, a decrease of 404 students from last year. Looking to the next school year, we project an enrollment of 5917 or another decrease of 360 students. Looking at the long range projections, we see a continuing decline of more than 200 students for each of the next five years.

REDISTRICTING

With this declining trend of student population we must look at the best ways in which to use the existing facilities. We, as well as the Facilities Planning Advisory Committee (FPAC) and the School Committee have been looking at alternative procedural concepts such as middle schools, centralized kindergartens, four year high school and elementary school complexes. However, our enrollment projections can not be used to accurately forecast any particular grade or school population for redistricting. We must also realize that there are increasing needs for each of our schools such as improved libraries, special education rooms, pre-kindergarten education and faciltity availability by upgrading for the handicapped. With these things in mind we have requested the individual PTC's to give us some insight into the needs of their facility and the priority of these needs.

BUILDING UTILIZATION

FPAC has completed their study of Secondary School needs. We are now evaluating their recommendations. We are also continuing our annual tour of buildings to assess the current usage of these facilities. We have met with FPAC. Town Hall Space Subcommittee, School Administration, and the Mental Health Committee to discuss possible space needs that they may require within the school facilities.

CAPITAL OUTLAY

We have continued our roll of overseeing the Capital Outlay Budget. It has been suggested that the notation of this line item be changed to a heading that is more representative of the way these funds are actually being spent. The committee approves of the School Committee's request to increase this line item from $80,000 to $100,000.

VOCATIONAL PROGRAM

The report by the Vocational Subcommittee has been received. Some of the Subcommittee's projections are based upon facility availability. If a particular facility is not available, the projected costs of this proposal could be changed. It is projected that the Voc. Ed. Program will need 30,000 square feet of floor space. As of now 10,000 square feet are available in the High School. Therefore additional space must be found in existing buildings or new space must be constructed either at the High School location or another nearby site. The Highland School has frequently been mentioned as a nearby site. However, if we use the submitted schedule this facility will have to be available by the 1980-81 school year. The structure of this school must be evaluated for its suitability. Your Committee has, along with the School Administration, undertaken to acquire an engineering study of the school not only for possible Voc. Ed. uses but also for Data Processing, Media Storage and / or administrative offices.

We shall continue to evaluate facility needs in a declining school population keeping in mind improving the quality of the school educational program.

Respectfully Submitted

ROBERT CHASE, Chairmen
MARCIA CARLETON, V. Chairman
PATRICIA SULLIVAN, Secretary
JUDY BIENKOWSKI
PHYLLIS FANGER
ARTHUR HARKINS, Jr.
THEODORE MAGIDA
JAMES MAHONEY
KAY TOTARO

TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

OF THE

ANNUAL TOWN ELECTION
April 10, 1978

ANNUAL TOWN MEETING
May 1, 1978

SPECIAL TOWN MEETING
May 15, 1978

AND

REPORT OF STATE AUDIT
March 16, 1978
(for the period from July 1, 1975 to November 30, 1976)

RECORD OF ANNUAL TOWN ELECTION
April 10, 1978

Pursuant to a warrant issued by the Selectmen on February 28, 1978, the Inhabitants of the Town of Needham, qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, April 10, 1978, at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and the Officer's Return were read by the Warden of the Precincts, the reading of the articles in the warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

Precinct A — William Carter School
Precinct B — Hillside School
Precinct C — Newman Junior High School
Precinct D — High Rock School
Precinct E — Pollard Junior High School
Precinct F — Highland Avenue School
Precinct G — Harris School
Precinct H — Broadmeadow School
Precinct I — William Mitchell School — Kindergarten
Precinct J — William Mitchell School — Gymnasium

The polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
Two Selectmen for three years;
One Assessor for three years;
Two members of School Committee for three years;
One Trustee of Memorial Park for three years;
Three Trustees of Needham Public Library for three years;
One member of Board of Health for three years;
One member of Planning Board for five years;
One member of Needham Housing Authority for five years;
One member of Needham Housing Authority for three years;
One Commissioner of Trust Funds for three years;
One member of Park and Recreation Commission for three years;
Two Constables for three years;
Five Town Meeting Members from Precinct A for three years;
One Town Meeting Member from Precinct A for one year;
Ten Town Meeting Members from Precinct B for three years;
One Town Meeting Member from Precinct B for two years;
Two Town Meeting Members from Precinct C for three years;
Seven Town Meeting Members from Precinct D for three years;

One Town Meeting Member from Precinct D for two years;
Ten Town Meeting Members from Precinct E for three years;
Nine Town Meeting Members from Precinct F for three years;
Ten Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G for two years;
Two Town Meeting Members from Precinct G for one year;
Nine Town Meeting Members from Precinct H for three years;
Seven Town Meeting Members from Precinct I for three years;
Six Town Meeting Members from Precinct J for three years;
One Town Meeting Member from Precinct J for two years.

The ballot box returns in the Precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 am	2	4	5	2	10	2	9	9	4	6
8:00 am	22	35	38	38	44	23	31	35	26	21
9:00 am	44	66	80	82	88	62	68	66	48	45
10:00 am	73	94	127	118	133	106	104	108	72	82
11:00 am	103	129	169	187	187	162	133	139	118	121
12 noon	126	172	210	225	232	205	172	189	157	172
1:00 pm	167	208	246	259	272	227	202	223	188	198
2:00 pm	210	271	298	305	328	261	234	275	217	225
3:00 pm	248	315	345	352	387	292	280	319	247	261
4:00 pm	283	389	390	398	438	341	310	372	294	305
5:00 pm	341	446	456	474	506	392	354	453	353	361
6:00 pm	418	540	563	563	601	453	448	558	455	471
7:00 pm	500	672	700	656	690	521	553	662	522	568
8:00 pm	573	768	790	754	820	606	614	771	604	664

(The absentees are included in the total vote)

TOTAL VOTE CAST: 6944 — 37½%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 11:45 p.m. April 10, 1978.

	A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	573	768	790	754	820	606	614	771	604	644	6944
MODERATOR (For one year) [Vote for one]											
Richard P. Melick	377	531	580	549	589	430	441	581	454	474	5006
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks.....	196	237	210	204	231	176	173	190	150	170	1937
SELECTMEN (For three years) [Vote for Two]											
Henry D. Hersey	202	342	415	389	445	299	337	419	337	313	3498
Benedict Horowitz	249	322	330	295	361	219	221	332	277	304	2910
Maxwell N. Gordon.....	224	278	244	265	235	185	193	200	153	169	2146
Norman P. Jacques	283	367	360	361	385	313	319	393	304	327	3412
Other	0	0	0	0	0	0	0	0	1	0	1
Blanks.....	188	227	231	198	214	196	158	198	136	175	1921
ASSESSOR (For three years) [Vote for One]											
James A. Newslow	320	398	322	311	290	237	248	334	266	268	2994
George D. Krech	206	320	407	402	480	326	328	375	306	331	3481
Others.....	0	0	0	0	0	0	0	0	1	2	3
Blanks.....	47	50	61	41	50	43	38	62	31	43	466
SCHOOL COMMITTEE (For three years) [Vote for Two]											
Leo E. Murphy, Jr.	190	272	322	273	331	227	196	297	231	245	2584
Blair M. Wentworth.....	259	378	434	401	484	325	415	434	362	344	3836
Walter A. Wright	370	491	456	487	480	365	383	492	352	375	4251
Others.....	0	0	0	0	0	0	2	0	0	0	2
Blanks.....	327	395	368	347	345	295	232	319	263	324	3215
TRUSTEES OF MEMORIAL PARK (For three years) [Vote for One]											
Frederick R. Muir	403	566	597	567	617	467	455	577	471	479	5199
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks.....	170	202	193	186	203	139	159	194	133	165	1744

One Town Meeting Member from Precinct D for two years;
Ten Town Meeting Members from Precinct E for three years;
Nine Town Meeting Members from Precinct F for three years;
Ten Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G for two years;
Two Town Meeting Members from Precinct G for one year;
Nine Town Meeting Members from Precinct H for three years;
Seven Town Meeting Members from Precinct I for three years;
Six Town Meeting Members from Precinct J for three years;
One Town Meeting Member from Precinct J for two years.

The ballot box returns in the Precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I
7:00 am	2	4	5	2	10	2	9	9	4
8:00 am	22	35	38	38	44	23	31	35	26
9:00 am	44	66	80	82	88	62	68	66	48
10:00 am	73	94	127	118	133	106	104	108	72
11:00 am	103	129	169	187	187	162	133	139	114
12 noon	126	172	210	225	232	205	172	189	157
1:00 pm	167	208	246	259	272	227	202	223	188
2:00 pm	210	271	298	305	328	261	234	275	217
3:00 pm	248	315	345	352	387	292	280	319	247
4:00 pm	283	389	390	398	438	341	310	372	294
5:00 pm	341	446	456	474	506	392	354	453	353
6:00 pm	418	540	563	563	601	453	448	558	455
7:00 pm	500	672	700	656	690	521	553	662	522
8:00 pm	573	768	790	754	820	606	614	771	604

(The absentees are included in the total vote)

TOTAL VOTE CAST: 6944 — 37½%

The Town Clerk and the Board of Registrars upon receipt of the returns from the s precincts forthwith canvassed the same and announced the official results at 11:4 April 10, 1978.

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	573	768	790	754	820	606	614	771	604	644	6944
MODERATOR (For one year) [Vote for one]											
Richard P. Melick	377	531	580	549	589	430	441	581	454	474	5006
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks.....	196	237	210	204	231	176	173	190	150	170	1937
SELECTMEN (For three years) [Vote for Two]											
Henry D. Hersey	202	342	415	389	445	299	337	419	337	313	3498
Benedict Horowitz	249	322	330	295	361	219	221	332	277	304	2910
Maxwell N. Gordon.....	224	278	244	265	235	185	193	200	153	169	2146
Norman P. Jacques	283	367	360	361	385	313	319	393	304	327	3412
Other	0	0	0	0	0	0	0	0	1	0	1
Blanks.....	188	227	231	198	214	196	158	198	136	175	1921
ASSESSOR (For three years) [Vote for One]											
James A. Newslow.....	320	398	322	311	290	237	248	334	266	268	2994
George D. Krech	206	320	407	402	480	326	328	375	306	331	3481
Others.....	0	0	0	0	0	0	0	0	1	2	3
Blanks.....	47	50	61	41	50	43	38	62	31	43	466
SCHOOL COMMITTEE (For three years) [Vote for Two]											
Leo E. Murphy, Jr.	190	272	322	273	331	227	196	297	231	245	2584
Blair M. Wentworth.....	259	378	434	401	484	325	415	434	362	344	3836
Walter A. Wright	370	491	456	487	480	365	383	492	352	375	4251
Others.....	0	0	0	0	0	0	2	0	0	0	2
Blanks.....	327	395	368	347	345	295	232	319	263	324	3215
TRUSTEES OF MEMORIAL PARK (For three years) [Vote for One]											
Frederick R. Muir	403	566	597	567	617	467	455	577	471	479	5199
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks.....	170	202	193	186	203	139	159	194	133	165	1744

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
TRUSTEES OF PUBLIC LIBRARY (For three years) [Vote for Three]											
Phyllis K. Gresham	341	487	517	498	522	388	397	496	402	441	4489
Robert D. Hall, Jr.	329	477	502	467	512	378	408	508	404	421	4406
Thomas M. Harkins	334	492	524	504	552	433	396	499	412	439	4585
Blanks	715	848	827	793	874	619	641	810	594	631	7352
BOARD OF HEALTH (For three years) [Vote for One]											
Kenneth Christophe	395	569	582	558	589	455	451	566	457	504	5126
Other	0	0	0	1	0	0	1	0	0	0	2
Blanks	178	199	208	195	231	151	162	205	147	140	1816
PLANNING BOARD (For five years) [Vote for One]											
Ellen M. Canavan	383	521	567	509	551	423	440	531	417	462	4804
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	190	247	223	244	269	183	174	240	187	182	2139
NEEDHAM HOUSING AUTHORITY (For five years) [Vote for One]											
Diane Perry Matthews	380	533	539	500	543	422	424	528	416	440	4725
Others	0	0	0	1	0	0	0	0	0	0	1
Blanks	193	235	251	253	277	184	190	243	188	204	2218
NEEDHAM HOUSING AUTHORITY (For three years) [Vote for One]											
Edward S. Schwartz	335	458	491	455	482	365	381	466	374	436	4243
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	238	310	299	298	338	241	233	305	230	208	2700
COMMISSIONER OF TRUST FUNDS (For three years) [Vote for One]											
Gerald Swartz	350	477	496	468	486	379	387	472	379	432	4326
Blanks	223	291	294	286	334	227	227	299	225	212	2618
PARK AND RECREATION COMMISSION (For three years) [Vote for One]											
David F. Eldridge, Jr.	415	574	597	570	600	471	462	568	465	486	5208
Other	0	1	0	0	0	0	0	0	0	1	2
Blanks	158	193	193	184	220	135	152	203	139	157	1734

	A	B	C	D	E	F	G	H	I	J	Total
CONSTABLES (For three years) [Vote for Two]											
John F. Harkins	335	482	507	505	512	393	405	482	372	431	4424
Frank J. Reinhardt, Jr.	283	409	430	417	463	343	353	392	330	353	3773
Alan E. Kelson	143	184	170	180	169	132	154	235	153	159	1679
Other	385	461	473	406	496	344	316	433	353	345	4012

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
TRUSTEES OF PUBLIC LIBRARY (For three years) [Vote for Three]											
Phyllis K. Gresham	341	487	517	498	522	388	397	496	402	441	4489
Robert D. Hall, Jr.	329	477	502	467	512	378	408	508	404	421	4406
Thomas M. Harkins	334	492	524	504	552	433	396	499	412	439	4585
Blanks	715	848	827	793	874	619	641	810	594	631	7352
BOARD OF HEALTH (For three years) [Vote for One]											
Kenneth Christophe	395	569	582	558	589	455	451	566	457	504	5126
Other	0	0	0	1	0	0	1	0	0	0	2
Blanks	178	199	208	195	231	151	162	205	147	140	1816
PLANNING BOARD (For five years) [Vote for One]											
Ellen M. Canavan	383	521	567	509	551	423	440	531	417	462	4804
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	190	247	223	244	269	183	174	240	187	182	2139
NEEDHAM HOUSING AUTHORITY (For five years) [Vote for One]											
Diane Perry Matthews	380	533	539	500	543	422	424	528	416	440	4725
Others	0	0	0	1	0	0	0	0	0	0	1
Blanks	193	235	251	253	277	184	190	243	188	204	2218
NEEDHAM HOUSING AUTHORITY (For three years) [Vote for One]											
Edward S. Schwartz	335	458	491	455	482	365	381	466	374	436	4243
Other	0	0	0	1	0	0	0	0	0	0	1
Blanks	238	310	299	298	338	241	233	305	230	208	2700
COMMISSIONER OF TRUST FUNDS (For three years) [Vote for One]											
Gerald Swartz	350	477	496	468	486	379	387	472	379	432	4326
Blanks	223	291	294	286	334	227	227	299	225	212	2618
PARK AND RECREATION COMMISSION (For three years) [Vote for One]											
David F. Eldridge, Jr.	415	574	597	570	600	471	462	568	465	486	5208

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
CONSTABLES (For three years) [Vote for Two]											
John F. Harkins	335	482	507	505	512	393	405	482	372	431	4424
Frank J. Reinhardt, Jr.	283	409	430	417	463	343	353	392	330	353	3773
Alan E. Kelson	143	184	170	180	169	132	154	235	153	159	1679
Other	385	461	473	406	496	344	316	433	353	345	4012

TOWN MEETING MEMBERS

* NOT ELECTED

PRECINCT A (For three years) [Vote for not more than Five]

David C. Crocker 349
Harry Fishman 328
William J. Tedoldi 337
Ellsworth S. Irwin, Jr. 307
James F. Linnane 308

PRECINCT A (For one year) [Vote for One]

Hertz N. Henkoff 365

PRECINCT B (For three years) [Vote for not more than Ten]

Dawn L. Amundsen 368
*Arthur F. Avakian 260
Walter H. Bassett, Jr. 391
Norman J. Cavanagh 367
Howard F. Gustavson 348
Roger W. Huff 356
Lee J. Manning, Jr. 309
Daniel P. Matthews 384
John W. McLeod 373
*A. Fay Remnitz 262
Joan M. Johnson 400
George Tarallo 337

PRECINCT B (For two years) [Vote for One]

William F. Coughlin 351
*Jane A. Lazar 227

PRECINCT C (For three years) [Vote for not more than Two]

John H. Cogswell 541
*Milton L. Meltzer 214
Sally A. Levitan 496

PRECINCT D (For three years) [Vote for not more than Seven]

Aleda H. Bailey 472
Carol Johnson Boulris 470
William M. Powers 447
Walter A. Wright 517
Stephen Howard 460
Kathleen M. Lewis 436
Alleen Wenckus 394

PRECINCT D (For two years) [Vote for One]

John W. Abucewicz 477

Frederick E. Barstow 426
James M. Colman 368
Richard A. Davis 437
Sally B. Davis 401
John M. Day, Jr. 494
Thomas M. Harkins 383
*Norman R. Meier 346
Ernest A. Steeves 351
*Donald L. Dobbs 249
*Henry C. Gill 318
John I. Logue 350
Anne Tinkham 407
George D. Krech 492

PRECINCT F (For three years) [Vote for not more than Nine]

Norman E. Alexander 343
Edward F. Facchetti 331
Sam Gallello 317
Barry R. McDonough 345
*Richard M. Trabish 249
Bancroft R. Wheeler 344
*Edward W. Gagnon 232
Mary T. Logan 311
Joanne Hull Roth 260
Ruth H. Telford 256
Philip A. Trussell 304

PRECINCT G (For three years) [Vote for not more than Ten]

Susan W. Abbott 389
Gerald R. Browne 379
Christian H. Fredericks, Jr. 366
Eugene S. McMorrow 346
Susan R. Posner 359
Donald H. Powers, Jr. 372
John B. Tucker 355
James M. Herrity (Jr.) 330
Elizabeth S. Woodley 372
Norma A. Mutch 9
*Mary R. Meehan 6

PRECINCT G (For two years) [Vote for One]

Diane Perry Matthews 400

PRECINCT G (For one year) [Vote for not more than Two]

Stephen Anderson 403
Norman P. Posner 364

PRECINCT H (For three years) [Vote for not more than Nine]

Bradford S. Barnes 412
Thomas F. Donahue 411
Nancy M. Harris 463
Robert W. Helm 489
Robert Y. Larsen 484
*William S. Marsh 376
LeRoy J. Nutile 433
George K. Peck 426
Elizabeth A. Heger 441
Barbara R. Wilmot 411

PRECINCT I (For three years) [Vote for not more than Seven]

Paul H. Attridge 412
Charles E. Downe 383
William E. Duncan 380
Harold Svendsen 407
Maureen T. McCaffrey 405
Irving J. Ryder 382
Robert C. Stewart 375

PRECINCT J (For three years) [Vote for not more than Six]

Frank M. Dermody 416
Joseph R. Donnelly, Jr. 343
Donald F. Everett 398
Grant Paul, Jr. 394
Philip W. Prescott 306
*Peter J. LoPresti 243
John J. McQuillan 460

PRECINCT J (For two years) [Vote for One]

Marcia C. Mather 369
*Joan W. Swartz 201

ANNUAL TOWN MEETING FOR THE TRANSACTION OF BUSINESS

May 1, 1978

Pursuant to a Warrant issued by the Selectmen on February 28, 1978, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 1, 1978 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 323 voters, including 245 Town Meeting Members were checked on the list as being present.

The meeting was called to order by Eagle Scout David L. Fanger. The colors were presented by Eagle Scout David B. Grader, Girl Scout Susan J. Davis and Campfire Girl Annmarie Murphy while those present stood and joined in the singing of *God Bless America* accompanied by the Retired Men's Club orchestra under the direction of Mr. James Cowie.

Reverend Robert P. Deeley, Assistant Pastor, St. Bartholomew's Church, gave the invocation.

The call to the meeting and the officer's return were then read by the Town Clerk, the reading of the Articles in the Warrant being waived upon motion.

The Moderator, Richard P. Melick, declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities.

Let us remember that we are one Town Meeting family with a common goal, the best interest of the community.

2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.

3.Time limits of debate:

15 minutes — Committee chairmen, proponents, attorneys representing proponents.

10 minutes — Town Meeting Members, attorneys representing other than proponents.

5 minutes — Non-Town Meeting Members, visitors other than attorneys.

4. Disclosure required by one employed as an attorney by another who is interested a matter; Article 1, section 5 of the General By-laws.

Several changes in affirmative motions as contrasted with articles were noted by the Moderator. The Moderator requested unanimous consent to omit the reading of the Articles and to refer to them by number only. Any Town Meeting Member who wished to *question* or *debate* should so indicate when the number is called, and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator announced that the proponents of the Articles 16, 33, 34 and 35 requested unanimous consent to withdraw these articles. *So voted.*

PRECINCT I (For three years) [Vote for not more than Seven]

Paul H. Attridge 412	Harold Svendsen 407
Charles E. Downe 383	Maureen T. McCaffrey 405
William E. Duncan 380	Irving J. Ryder 382
Robert C. Stewart 375	

PRECINCT J (For three years) [Vote for not more than Six]

Frank M. Dermody 416	Grant Paul, Jr. 394
Joseph R. Donnelly, Jr. 343	Philip W. Prescott 306
Donald F. Everett 398	*Peter J. LoPresti 243
John J. McQuillan 460	

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The call to the meeting and the officer's return were then read by the Town Clerk, the reading of the Articles in the Warrant being waived upon motion.

The Moderator, Richard P. Melick, declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities.

Let us remember that we are one Town Meeting family with a common goal, the best interest of the community.

2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.

3.Time limits of debate:

15 minutes — Committee chairmen, proponents, attorneys representing proponents.

10 minutes — Town Meeting Members, attorneys representing other than proponents.

5 minutes — Non-Town Meeting Members, visitors other than attorneys.

4. Disclosure required by one employed as an attorney by another who is interested in a matter; Article 1, section 5 of the General By-laws.

Several changes in affirmative motions as contrasted with articles were noted by the Moderator. The Moderator requested unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to *question* or *debate* should so indicate when the number is called, and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator announced that the proponents of the Articles 16, 33, 34 and 35 requested unanimous consent to withdraw these articles. *So voted.*

The Moderator then proceeded to call each article in the warrant by numbe commencing with Article No. 2 No Town Meeting Member responded with *question* c *debate* to the following articles:

2,3,6,7,14,15,19,24,27,40,41,42, and 44

The Moderator called each of the above-mentioned articles by number and n objection was heard to adoption by unanimous consent. The Moderator stated that th Town Counsel had filed copies of an affirmative motion for each article with the Tow Clerk on April 26, 1978, and that the motions had been available for public scrutiny sinc that date. It was moved that all affirmative motions for the above-mentioned articles b adopted by unanimous consent. It was so unanimously voted and the Town Clerk wa requested to so record. As a result thereof, said articles and the votes thereunder are a follows:

ARTICLE 2. To hear and act on the reports of Town Officers and Committee

Voted, unanimously, that the Town act on the reports of Town Officers an Committees.

ARTICLE 3. To see if the Town will vote to authorize the Town Treasurer, with th approval of the Selectmen, to borrow money, from time to time in anticipation of th revenue of the financial year beginning July 1, 1978 in accordance with the provisions General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable with a year, and to renew any note or notes as may be given for a period of less than one year accordance with General Laws, Chapter 44, Section 17; or take any action relati thereto.

Voted, unanimously, that the Town authorize the Town Treasurer, with t approval of the Selectmen, to borrow money, from time to time in anticipation of t revenue of the financial year beginning July 1, 1978 in accordance with the provisions General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable with a year, and to renew any note or notes as may be given for a period of less than one year accordance with General Laws, Chapter 44, Section 17.

ARTICLE 6. To see if the Town will vote to ratify, confirm and approve the actio of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-La approving the employment of certain municipal employees at a step rate greater than t minimum rate established for the respective positions involved, said action taken by t Personnel Board occurred on the following dates: July 11, 1977 and September 14, 197 or take any other action relative thereto.

Voted, unanimously, that the Town ratify, confirm and approve the action of t Personnel Board authorized by Section 20 of the Consolidated Personnel By-la approving the employment of certain municipal employees at a step rate greater than t minimum rate established for the respective positions involved, said action taken by t Personnel Board occurred on the following dates: July 11, 1977 and September 14, 197

ARTICLE 7. To see if the Town will vote to ratify, confirm and approve the acti of the Personnel Board, authorized by Section 15 of the Consolidated Personnel By-La in establishing two new classifications and the compensations therefor. Said action tak by the Personnel Board occurred on the following dates: January 16, 1978 and Februa 13, 1978; or take any other action relative thereto.

Voted, unanimously, that the Town ratify, confirm and approve the action of t Personnel Board, authorized by Section 15 of the Consolidated Personnel By-Law, establishing a new classification and the compensation therefor. Said action taken by t Personnel Board occurred on the following date: January 16, 1978.

Article 14. To see if the Town will vote to raise and appropriate the sum of $9,000. ›r roof repairs at the Public Works Building as proposed by the Public Works epartment; determine how such sum shall be raised, whether from the current tax levy, / transfer from available funds, by borrowing or otherwise, and how expended; or take ıy other action relative thereto.

Voted, unanimously, that the Town appropriate the sum of $9,000. for roof repairs the Public Works Building as proposed by the Public Works Department; said sum to › raised from the current tax levy and expended under the supervision of the Board of ›lectmen.

ARTICLE 15. To see if the Town will vote to raise and appropriate the sum of ,000. for expenses (Town Salaries and Wages being included in the budget) for highway construction, alteration of, specific repairs upon, and the construction of all or portions various Town Ways, including sidewalks and curbing thereon, as recommended by the ıblic Works Department; determine how such sum shall be raised, whether from the rrent tax levy, by transfer from available funds, by borrowing or otherwise, and how pended; or take any other action relative thereto.

Voted, unanimously, that the Town appropriate the sum of $5,000. for expenses own Salaries and Wages being included in the budget) for highway reconstruction, teration of, specific repairs upon, and the construction of all or portions of various own Ways including sidewalks and curbing thereon, as recommended by the Public orks Department; said sum to be raised from the current tax levy and expended under e supervision of the Board of Selectmen.

ARTICLE 19. To see if the Town will vote to raise and appropriate the sum of 4,500. for expenses (Town salaries and wages being included in the budget) for laying d relaying water mains for the development and improvement of the system; determine w such sum shall be raised, whether from the current tax levy, by transfer from ailable funds, by borrowing or otherwise, and how expended; or take any other action ative thereto.

Voted, unanimously, that the Town appropriate the sum of $64,500. for expenses own salaries and wages being included in the budget) for laying and relaying water ains for the development and improvement of the system; said sum to be raised from the rrent tax levy and expended under the supervision of the Board of Selectmen.

ARTICLE 24. To see if the Town will vote to amend Section 6.1 Enforcement of e Needham Zoning By-law by adding the following sentence immediately after the first ıtence:

Any request for enforcement of this By-law shall be in writing;

take any other action relative thereto.

Voted, unanimously, that the Town amend Section 6.1 Enforcement of the Needham ning By-law by adding the following sentence immediately after the first sentence: Any request for enforcement of this By-law shall be in writing.

ARTICLE 27. To see if the Town will vote to amend Section 6.2 Building or Use rmit by amending the first sentence of Section 6.2.2 to read as follows [new wording is acketed]:

Plot plans shall show existing and approved abutting street grades, [driveway locations and grades for any new construction,] the proposed elevation of the top of the foundation and of existing and proposed buildings or structures and existing sewers, gas, water and other public utilities in the abutting street.;

take any other action relative thereto.

Voted, unanimously, that the Town amend Section 6.2 Building or Use Permit by amending the first sentence of Section 6.2.2 to read as follows [new wording is bracketed]:

Plot plans shall show existing and approved abutting street grades, [driveway locations and grades for any new construction,] *the proposed elevation of the top of the foundation and of existing and proposed buildings or structures and existing sewers, gas, water and other public utilities in the abutting street.*

ARTICLE 40. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 43, of the 1977 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1979 Annual Town Meeting or sooner; or take any other action relative thereto.

Voted, unanimously, that the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 43 of the 1977 Annual Town Meeting; direct and authorize said committee to continue its work of making a study of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1979 Annual Town Meeting or sooner.

ARTICLE 41. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 44 of the 1977 Annual Town Meeting said committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

Voted, unanimously, that the Town continue the Public Safety Committee initially established by vote of the Town under article 14 of the 1974 Annual Town Meeting and recently continued by vote of the Town under Article 44 of the 1977 Annual Town Meeting said Committee to report to the next Annual Town Meeting or sooner.

ARTICLE 42. To see if the Town will vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 45 of the 1977 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

Voted, unanimously, that the Town continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and recently continued by vote under Article 45 of the 1977 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner.

ARTICLE 44. To see if the Town will vote to authorize the Needham **Voter's Guide** compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant for the 1979 and April 1980 Annual Town Meeting under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred; or take any other action relative thereto.

Voted, unanimously, that the Town authorize the Needham ***Voters' Guide*** *compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant for the 1979 and April 1980 Annual Town Meeting under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred.*

At this time the Moderator proceeded to the remaining articles in the Warrant:

Mr. Richard Malconian moved that Article 20 be postponed to a time certain, being first business to come before the Town Meeting on Monday, May 15, 1978 after the ecial Town Meeting is dissolved. *So voted.*

ARTICLE 4. To see what disposition the Town will make of monies received rsuant to General Laws, Chapter 140, Section 172 as the Town's share of the expended balance of the Dog Fund.

Voted, unanimously, that the sum of $2,105.15 received pursuant to General Laws, apter 140, Section 172 as the Town's share of the unexpended balance of the Dog nd, be appropriated for use of the Public Library.

ARTICLE 5. To see if the Town will vote to fix the compensation of the following cted officers of the Town as of July 1, 1978 as required by the General Laws, Chapter Section 108, and as recommended by the Personnel Board, and subject to the gevity provisions of the paragraph (j) of Section 20 of the Consolidated Personnel -Law as follows:

Assessor, Chairman
Assessor, others
Selectman, Chairman — SEE NOTE ARTICLE 8
Selectmen, others
Town Clerk

take any other action relative thereto.

Voted, unanimously, that the Town fix the compensation of the following elected ficers of the Town as of July 1, 1978 as required by the General Laws, Chapter 41, ction 108, and as recommended by the Personnel Board, and subject to the longevity ovisions of the paragraph (j) of Section 20 of the Consolidated Personnel By-Law as llows:

Assessor, Chairman	*$1,800*
Assessor, others	*1,500*
Selectman, Chairman	*1,800*
Selectman, others	*1,500*
Town Clerk	*16,888*

ARTICLE 8. To see if the Town will vote to amend the Consolidated Personnel By-w of the Town by striking out Section 17 thereof in its entirety and by substituting refore the following:

Section 17. Classification and Standard Rates of Compensation of the the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of Positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Note: The Personnel Board requires additional time for revising some of the position titles as a result of expert study authorized under Article 14 of the 1977 Annual Town Meeting and to arrive at firm recommendations for compensation rate changes in some schedules. The appropriate detailed

Voted, unanimously, that the Town amend Section 6.2 Building or Use Permi amending the first sentence of Section 6.2.2 to read as follows [new wording is bracke

Plot plans shall show existing and approved abutting street grades, [drive locations and grades for any new construction,] *the proposed elevation o top of the foundation and of existing and proposed buildings or structures existing sewers, gas, water and other public utilities in the abutting stree*

ARTICLE 40. To see if the Town will vote to continue the Future School N Committee, its members to be appointed by the Town bodies, as originally establishe vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote u Article 43, of the 1977 Annual Town Meeting; direct and authorize said Committe continue its work of making a study of the Town on desirable sites for school buil purposes as heretofore authorized and to report with its recommendations to the Annual Town Meeting or sooner; or take any other action relative thereto.

Voted, unanimously, that the Town continue the Future School Needs Commi its members to be appointed by the Town bodies, as originally established by vote u Article 77 of the 1951 Annual Town Meeting and last continued by vote under Artic of the 1977 Annual Town Meeting; direct and authorize said committee to contin work of making a study of the Town on desirable sites for school building purpos heretofore authorized and to report with its recommendations to the 1979 Annual T Meeting or sooner.

ARTICLE 41. To see if the Town will vote to continue the Public Safety Comm initially established by vote of the Town under Article 14 of the 1974 Annual T Meeting and recently continued by vote of the Town under Article 44 of the 1977 An Town Meeting said committee to report to the next Annual Town Meeting or soone take any other action relative thereto.

Voted, unanimously, that the Town continue the Public Safety Committee ini established by vote of the Town under article 14 of the 1974 Annual Town Meetin recently continued by vote of the Town under Article 44 of the 1977 Annual T Meeting said Committee to report to the next Annual Town Meeting or sooner.

ARTICLE 42. To see if the Town will vote to continue the Low and Mod Income Housing Committee established by vote under Article 63 of the 1972 An Town Meeting and recently continued by vote under Article 45 of the 1977 Annual T Meeting; said Committee is directed to report to the next Annual Town Meetin sooner; or take any other action relative thereto.

Voted, unanimously, that the Town continue the Low and Moderate In Housing Committee established by vote under Article 63 of the 1972 Annual T Meeting and recently continued by vote under Article 45 of the 1977 Annual T Meeting; said Committee is directed to report to the next Annual Town Meetin sooner.

ARTICLE 44. To see if the Town will vote to authorize the Needham **Voter's G** compiled by the League of Women Voters of Needham to be distributed along wit Town Warrant for the 1979 and April 1980 Annual Town Meeting under the directi the Board of Selectmen; the Town to be reimbursed by the League of Women Vote the increased cost incurred; or take any other action relative thereto.

*Voted, unanimously, that the Town authorize the Needham **Voters' Guide** com by the League of Women Voters of Needham to be distributed along with the Warrant for the 1979 and April 1980 Annual Town Meeting under the direction Board of Selectmen; the Town to be reimbursed by the League of Women Voters f increased cost incurred.*

At this time the Moderator proceeded to the remaining articles in the Warrant:

Mr. Richard Malconian moved that Article 20 be postponed to a time certain, being the first business to come before the Town Meeting on Monday, May 15, 1978 after the Special Town Meeting is dissolved. *So voted.*

ARTICLE 4. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

Voted, unanimously, that the sum of $2,105.15 received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund, be appropriated for use of the Public Library.

ARTICLE 5. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1978 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of the paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	
Assessor, others	
Selectman, Chairman	SEE NOTE ARTICLE 8
Selectmen, others	
Town Clerk	

or take any other action relative thereto.

Voted, unanimously, that the Town fix the compensation of the following elected officers of the Town as of July 1, 1978 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of the paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Assessor, Chairman	*$1,800*
Assessor, others	*1,500*
Selectman, Chairman	*1,800*
Selectman, others	*1,500*
Town Clerk	*16,888*

ARTICLE 8. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore the following:

Section 17. Classification and Standard Rates of Compensation of the the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of Positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Note: The Personnel Board requires additional time for revising some of the position titles as a result of expert study authorized under Article 14 of the 1977 Annual Town Meeting and to arrive at firm recommendations for compensation rate changes in some schedules. The appropriate detailed

recommended changes to be presented to Town Meeting will be available as soon as possible prior thereto.

Mr. John Carroll, Chairman, Personnel Board made reference to the Personnel Board's report which was sent to all Town Meeting Members in which changes recommended by the Personnel Board were noted.

Mr. Carroll presented the main motion and also a motion to amend.

Moved: That the main motion under Article 8 be amended as follows:

1. Under Schedule A, delete *Clerk, Youth Commission S-5.*

2. Under Schedule A and Class Title of *Library Assistant I* change grade from *S-1* to grade *S-3.*

3. By adding under Schedule A the following new Class Titles in their respective alphabetical positions:

Dental Hygienist (P.T.)	*Schedule C*
Junior Building Custodian (P.T.)	*Schedule C*
Library Assistant I (P.T.)	*Schedule C*
Library Assistant II (P.T.)	*Schedule C*
Reference Librarian (P.T.)	*Schedule C*

4. By adding under Schedule C the following Position Classes and rates of pay in their respective alphabetical positions:

Dental Hygienist (P.T.) (per hour)	*4.51*
Junior Building Custodian (P.T.) (per hour)	*4.51*
Library Assistant I (P.T.) (per hour)	*3.68*
Library Assistant II (P.T.) (per hour)	*4.17*
Reference Librarian (P.T.) (per hour)	*6.00*

Mr. Foster Crook, Chairman, Youth Commission, spoke in opposition to the deletion of *Clerk, Youth Commission S-5.* After a brief discussion, Mr. Carroll explained that this deletion should not be included and

Moved: To delete *No. 1 — Under Schedule A, delete "Clerk, Youth Commission S-5."* from the foregoing motion.

When put to a vote said motion carried unanimously.

The amended motion to amend was then presented and it was unanimously

Voted: That the main motion under Article 8 be amended as follows:

2. Under Schedule A and Class Title of "Library Assistant I" change from grade "S-1" to grade "S-3".

3. By adding under Schedule A the following new Class Titles in their respective alphabetical positions:

"Dental Hygienist (P.T.)	*Schedule C*
Junior Building Custodian (P.T.)	*Schedule C*
Library Assistant I (P.T.)	*Schedule C*
Library Assistant II (P.T.)	*Schedule C*
Reference Librarian (P.T.)	*Schedule C*

4. By adding under Schedule C the following new Position Classes and rates of pay in their respective alphabetical positions:

"Dental Hygienist (P.T.)	*4.51*
Junior Building Custodian (P.T.)	*4.51*
Library Assistant I (P.T.)	*3.68*
Library Assistant II (P.T.)	*4.17*
Reference Librarian (P.T.) (per hour)	*6.00*

The main motion, as amended, was presented and it was

'Voted: That the Town amend the Consolidated Personnel By-Law of the Town by ing out Section 17 thereof in its entirety and by substituting therefore the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

CLASS TITLE	*GRADE OR SCHEDULE*
Accounting Clerk	*S-7*
Accounting Clerk, Benefits	*S-7*
Accounts Payable Clerk	*S-9*
Activity Instructor or Supervisor (P.T.)	*Schedule C*
Administrative Assessor	*S-25*
Administrative Clerk, Assessors	*S-11*
Administrative Clerk, Building	*S-8*
Administrative Clerk, Health	*S-9*
Administrative Clerk, Park & Recreation	*S-9*
Administrative Clerk, Planning	*S-7*
Administrative Clerk, Selectmen	*S-9*
Administrative Clerk, Town Clerk	*S-7*
Administrative Clerk, Treasurer/Tax Collector	*S-11*
Animal Inspector (P.T.)	*Schedule C*
Arts & Crafts Workshop Assistant (P.T.)	*Schedule C*
Arts & Crafts Workshop Director (P.T.)	*Schedule C*
Assistant Cataloger	*S-8*
Assistant Children's Librarian	*S-8*
Assistant Director of Public Library	*S-18*
Assistant Pool Supervisor (P.T.)	*Schedule C*
Assistant Recreation Supervisor (P.T.)	*Schedule C*
Assistant Superintendent (Fire Alarm)	*FA-2*
Assistant Town Clerk	*S-10*
Assistant Town Comptroller	*S-19*
Assistant Town Engineer	*S-23*
Associate Director of Council on Aging (P.T.)	*Schedule C*
Athletic Official or Referee (P.T.)	*Schedule C*
Branch Librarian	*S-10*
Building Inspector (Substitute) (P.T.)	*Schedule C*
Call Firefighter (P.T.)	*Schedule C*
Canvasser (P.T.)	*Schedule C*
Captain of Lifeguards (P.T.)	*Schedule C*
Captain of Swim Instructors (P.T.)	*Schedule C*
Caseworker	*S-20*
Cataloger	*S-15*
Children's Librarian	*S-15*

recommended changes to be presented to Town Meeting will be available soon as possible prior thereto.

Mr. John Carroll, Chairman, Personnel Board made reference to the Personnel Board's report which was sent to all Town Meeting Members in which changes recommended by the Personnel Board were noted.

Mr. Carroll presented the main motion and also a motion to amend.

Moved: That the main motion under Article 8 be amended as follows:

1. Under Schedule A, delete *Clerk, Youth Commission S-5.*

2. Under Schedule A and Class Title of *Library Assistant I* change grade from *S-* grade *S-3.*

3. By adding under Schedule A the following new Class Titles in their respec alphabetical positions:

Dental Hygienist (P.T.)	*Schedu*
Junior Building Custodian (P.T.)	*Schedu*
Library Assistant I (P.T.)	*Schedu*
Library Assistant II (P.T.)	*Schedu*
Reference Librarian (P.T.)	*Schedu*

4. By adding under Schedule C the following Position Classes and rates of pa their respective alphabetical positions:

Dental Hygienist (P.T.) (per hour)
Junior Building Custodian (P.T.) (per hour)
Library Assistant I (P.T.) (per hour)
Library Assistant II (P.T.) (per hour)
Reference Librarian (P.T.) (per hour)

Mr. Foster Crook, Chairman, Youth Commission, spoke in opposition to deletion of *Clerk, Youth Commission S-5.* After a brief discussion, Mr. Ca explained that this deletion should not be included and

Moved: To delete *No. 1 — Under Schedule A, delete "Clerk, Youth Commiss S-5."* from the foregoing motion.

When put to a vote said motion carried unanimously.

The amended motion to amend was then presented and it was unanimously

Voted: That the main motion under Article 8 be amended as follows:

2. Under Schedule A and Class Title of "Library Assistant I" change from g "S-1" to grade "S-3".

3. By adding under Schedule A the following new Class Titles in their respe alphabetical positions:

"Dental Hygienist (P.T.)	*Schedu*
Junior Building Custodian (P.T.)	*Schedu*
Library Assistant I (P.T.)	*Schedu*
Library Assistant II (P.T.)	*Schedu*
Reference Librarian (P.T.)	*Schedu*

4. By adding under Schedule C the following new Position Classes and rates o in their respective alphabetical positions:

"Dental Hygienist (P.T.)
Junior Building Custodian (P.T.)
Library Assistant I (P.T.)
Library Assistant II (P.T.)
Reference Librarian (P.T.) (per hour)

The main motion, as amended, was presented and it was

**Voted: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service. Except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

CLASS TITLE	*GRADE OR SCHEDULE*
Accounting Clerk	*S-7*
Accounting Clerk, Benefits	*S-7*
Accounts Payable Clerk	*S-9*
Activity Instructor or Supervisor (P.T.)	*Schedule C*
Administrative Assessor	*S-25*
Administrative Clerk, Assessors	*S-11*
Administrative Clerk, Building	*S-8*
Administrative Clerk, Health	*S-9*
Administrative Clerk, Park & Recreation	*S-9*
Administrative Clerk, Planning	*S-7*
Administrative Clerk, Selectmen	*S-9*
Administrative Clerk, Town Clerk	*S-7*
Administrative Clerk, Treasurer/Tax Collector	*S-11*
Animal Inspector (P.T.)	*Schedule C*
Arts & Crafts Workshop Assistant (P.T.)	*Schedule C*
Arts & Crafts Workshop Director (P.T.)	*Schedule C*
Assistant Cataloger	*S-8*
Assistant Children's Librarian	*S-8*
Assistant Director of Public Library	*S-18*
Assistant Pool Supervisor (P.T.)	*Schedule C*
Assistant Recreation Supervisor (P.T.)	*Schedule C*
Assistant Superintendent (Fire Alarm)	*FA-2*
Assistant Town Clerk	*S-10*
Assistant Town Comptroller	*S-19*
Assistant Town Engineer	*S-23*
Associate Director of Council on Aging (P.T.)	*Schedule C*
Athletic Official or Referee (P.T.)	*Schedule C*
Branch Librarian	*S-10*
Building Inspector (Substitute) (P.T.)	*Schedule C*
Call Firefighter (P.T.)	*Schedule C*
Canvasser (P.T.)	*Schedule C*
Captain of Lifeguards (P.T.)	*Schedule C*
Captain of Swim Instructors (P.T.)	*Schedule C*
Caseworker	*S-20*
Cataloger	*S-15*
Children's Librarian	*S-15*

Circulation Supervisor	*S-11*
Civil Engineer, Grade I	*S-10*
Civil Engineer, Grade II	*S-14*
Civil Engineer, Grade III (2)	*S-17*
Civil Engineer, Grade IV	*S-21*
Clerk	*S-1*
Clerk (P.T.)	*Schedule C*
Clerk, Health	*S-5*
Clerk, Police	*S-7*
Clerk, Treasurer & Tax Collector	*S-7*
Clerk, Veterans' Benefits	*S-9*
Clerk, Youth Commission	*S-5*
Clerk, Typist, Treasurer & Tax Collector	*S-5*
Committee Secretary (P.T.)	*Schedule C*
Council on Aging Executive Director (P.T.)	*Schedule C*
Custodial Worker	*S-5*
Data Processing Coordinator	*S-19*
Data Processing Supervisor	*S-15*
Day Camp Director (P.T.)	*Schedule C*
Day Camp Counselor (P.T.)	*Schedule C*
Dental Hygienist	*S-7*
Dental Hygienist (P.T.)	*Schedule C*
Dentist (P.T.)	*Schedule C*
Deputy Fire Chief (10)	*F-4*
Director of Civil Defense	*Schedule C*
Director of Finance	*S-30*
Director of Parks & Recreation	*S-24*
Director of Public Library	*S-24*
Director of Public Works (8)	*S-35*
Division Superintendent (Highway)(1)	*S-25*
Division Superintendent (Park) (1)	*S-25*
Division Superintendent (Sewer) (1)	*S-25*
Division Superintendent (Water) (1)	*S-25*
Dog Officer	*S-11*
Employment Counselor	*S-15*
Equipment Mechanic	*W-6*
Equipment Welder	*W-6*
Executive Clerk	*S-10*
Executive Secretary, Selectmen	*S-25*
Excise Tax Clerk — Assessors	*S-7*
Finance Committee Executive Secretary (P.T.)	*Schedule C*
Fire Captain (10)	*F-3*
Fire Chief	*F-5*
Firefighter (5) (10)	*F-1*
Fire Lieutenant (10)	*F-2*
Garage and Equipment Supervisor	*S-20*
Garage Mechanic	*W-4*
General Foreman — Highway, Sewer, Water Divisions	*S-20*
Gymnastics Workshop Director (P.T.)	*Schedule C*
Gymnastics Workshop Assistant (P.T.)	*Schedule C*
Heavy Motor Equipment Operator	*W-4*

Inspector of Buildings	*S-23*
Inspector of Plumbing	*S-18*
Inspector of Wires	*S-18*
Junior Building Custodian	*S-7*
Junior Building Custodian (P.T.)	*Schedule C*
Junior Sailing Instructor (P.T.)	*Schedule C*
Key Punch Operator	*S-6*
Key Punch Operator, Junior	*S-4*
Key Punch Operator, Senior	*S-9*
Laborer	*W-1*
Laborer, Senior	*W-2*
Library Assistant I	*S-3*
Library Assistant I (P.T.)	*Schedule C*
Library Assistant II	*S-5*
Library Assistant II (P.T.)	*Schedule C*
Library Page	*Schedule C*
Lifeguard (P.T.)	*Schedule C*
Lineman	*F.A-1*
Maintenance Man	*W-3*
Master Mechanic	*W-8*
Memorial Park Supervisor	*S-17*
Meter Repairman	*W-4*
Motor Equipment Operator	*W-2*
Nutritionist	*S-15*
Patrolman (3) (6) (7) (10)	*P-2*
Personnel Director	*S-28*
Planning Director	*S-26*
Playground Director (P.T.)	*Schedule C*
Playleader (P.T.)	*Schedule C*
Plumbing and Gas Inspector (Substitute) (P.T.)	*Schedule C*
Police Chief	*P-5*
Police Lieutenant (10)	*P-4*
Police Maintenance Man	*S-11*
Police Matron (P.T.)	*Schedule C*
Police Sergeant (3) (4) (6) (7) (9) (10)	*P-3*
Pool Booth Attendant (P.T.)	*Schedule C*
Pool Maintenance Worker (P.T.)	*Schedule C*
Pool Supervisor (P.T.)	*Schedule C*
Principal Clerk	*S-6*
Property Betterment Clerk, Assessors	*S-5*
Property Transfer and Land Records Clerk, Assessors	*S-9*
Provisional Appointee (Police Department)	*P-1*
Public Health Nurse	*S-15*
Public Works Craftsman	*W-4*
Public Works Dispatcher	*S-17*
Public Works Inspector	*S-14*
Public Works Specialist	*W-5*
Pumping Station Operator	*W-4*
Racquet Sports Camp Assistant (P.T.)	*Schedule C*
Racquet Sports Camp Director (P.T.)	*Schedule C*
Recreation Supervisor (P.T.)	*Schedule C*

Circulation Supervisor	*S-*
Civil Engineer, Grade I	*S-*
Civil Engineer, Grade II	*S-*
Civil Engineer, Grade III (2)	*S-*
Civil Engineer, Grade IV	*S-*
Clerk	*S*
Clerk (P.T.)	*Schedule*
Clerk, Health	*S*
Clerk, Police	*S*
Clerk, Treasurer & Tax Collector	*S*
Clerk, Veterans' Benefits	*S*
Clerk, Youth Commission	*S*
Clerk, Typist, Treasurer & Tax Collector	*S*
Committee Secretary (P.T.)	*Schedule*
Council on Aging Executive Director (P.T.)	*Schedule*
Custodial Worker	*S*
Data Processing Coordinator	*S-*
Data Processing Supervisor	*S-*
Day Camp Director (P.T.)	*Schedule*
Day Camp Counselor (P.T.)	*Schedule*
Dental Hygienist	*S*
Dental Hygienist (P.T.)	*Schedule*
Dentist (P.T.)	*Schedule*
Deputy Fire Chief (10)	*F*
Director of Civil Defense	*Schedule*
Director of Finance	*S-*
Director of Parks & Recreation	*S-*
Director of Public Library	*S-*
Director of Public Works (8)	*S-*
Division Superintendent (Highway)(1)	*S-*
Division Superintendent (Park) (1)	*S-*
Division Superintendent (Sewer) (1)	*S-*
Division Superintendent (Water) (1)	*S-*
Dog Officer	*S-*
Employment Counselor	*S-*
Equipment Mechanic	*W*
Equipment Welder	*W*
Executive Clerk	*S-*
Executive Secretary, Selectmen	*S-*
Excise Tax Clerk — Assessors	*S*
Finance Committee Executive Secretary (P.T.)	*Schedule*
Fire Captain (10)	*F*
Fire Chief	*F*
Firefighter (5) (10)	*F*
Fire Lieutenant (10)	*F*
Garage and Equipment Supervisor	*S-*
Garage Mechanic	*W*
General Foreman — Highway, Sewer, Water Divisions	*S-*
Gymnastics Workshop Director (P.T.)	*Schedule*
Gymnastics Workshop Assistant (P.T.)	*Schedule*
Heavy Motor Equipment Operator	*W*

Inspector of Buildings	*S-23*
Inspector of Plumbing	*S-18*
Inspector of Wires	*S-18*
Junior Building Custodian	*S-7*
Junior Building Custodian (P.T.)	*Schedule C*
Junior Sailing Instructor (P.T.)	*Schedule C*
Key Punch Operator	*S-6*
Key Punch Operator, Junior	*S-4*
Key Punch Operator, Senior	*S-9*
Laborer	*W-1*
Laborer, Senior	*W-2*
Library Assistant I	*S-3*
Library Assistant I (P.T.)	*Schedule C*
Library Assistant II	*S-5*
Library Assistant II (P.T.)	*Schedule C*
Library Page	*Schedule C*
Lifeguard (P.T.)	*Schedule C*
Lineman	*F.A-1*
Maintenance Man	*W-3*
Master Mechanic	*W-8*
Memorial Park Supervisor	*S-17*
Meter Repairman	*W-4*
Motor Equipment Operator	*W-2*
Nutritionist	*S-15*
Patrolman (3) (6) (7) (10)	*P-2*
Personnel Director	*S-28*
Planning Director	*S-26*
Playground Director (P.T.)	*Schedule C*
Playleader (P.T.)	*Schedule C*
Plumbing and Gas Inspector (Substitute) (P.T.)	*Schedule C*
Police Chief	*P-5*
Police Lieutenant (10)	*P-4*
Police Maintenance Man	*S-11*
Police Matron (P.T.)	*Schedule C*
Police Sergeant (3) (4) (6) (7) (9) (10)	*P-3*
Pool Booth Attendant (P.T.)	*Schedule C*
Pool Maintenance Worker (P.T.)	*Schedule C*
Pool Supervisor (P.T.)	*Schedule C*
Principal Clerk	*S-6*
Property Betterment Clerk, Assessors	*S-5*
Property Transfer and Land Records Clerk, Assessors	*S-9*
Provisional Appointee (Police Department)	*P-1*
Public Health Nurse	*S-15*
Public Works Craftsman	*W-4*
Public Works Dispatcher	*S-17*
Public Works Inspector	*S-14*
Public Works Specialist	*W-5*
Pumping Station Operator	*W-4*
Racquet Sports Camp Assistant (P.T.)	*Schedule C*
Racquet Sports Camp Director (P.T.)	*Schedule C*
Recreation Supervisor (P.T.)	*Schedule C*

Reference Librarian	*S-15*
Reference Librarian (P.T.)	*Schedule C*
Reference Supervisor	*S-16*
Registrar of Votes (P.T.)	*Schedule C*
Sanitarian	*S-19*
Sanitarian (Substitute) (P.T.)	*Schedule C*
Sealer of Weights and Measures (P.T.)	*Schedule C*
Senior Building Custodian	*S-11*
Senior Clerk	*S-4*
Senior Sailing Instructor (P.T.)	*Schedule C*
Shovel Operator	*W-6*
Storekeeper	*W-2*
Student Draftsman and Rodman (P.T.)	*Schedule C*
Swim Instructor (P.T.)	*Schedule C*
Switchboard Operator	*S-3*
Temporary Janitor (P.T.)	*Schedule C*
Temporary Laborer (P.T.)	*Schedule C*
Tennis Court Monitor (P.T.)	*Schedule C*
Tennis Specialist (P.T.)	*Schedule C*
Tennis Supervisor (P.T.)	*Schedule C*
Town Comptroller	*S-24*
Town Counsel (P.T.)	*Schedule C*
Town Engineer (1)	*S-27*
Town Treasurer and Tax Collector	*S-24*
Traffic Supervisor (P.T.)	*Schedule C*
Tree Climber	*W-4*
Veterans' Agent (P.T.)	*Schedule C*
Water Meter Reader	*W-3*
Wiring Inspector (Substitute) (P.T.)	*Schedule C*
Working Foreman	*W-6*
Young Adults Librarian	*S-15*
Youth Coordinator	*S-24*

SCHEDULE A FOOTNOTES

1. Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

2. Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

3. Additional $750.00 per year when assigned to and performing the duties of Detective as designated by Police Chief.

4. Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by Police Chief.

5. Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by Fire Chief.

6. Additional $50.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

7. Additional $50.00 per month when assigned to and performing the duties of a Specialist — Youth Officer as designated by the Police Chief.

8. Said Director shall be the Superintendant of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.

9. Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

10. Additional $300.00 per year when certified and acting as Emergency Medical Technician.

Schedule B-1

ade	Minimum	2nd Step	3rd Step	4th Step	Maximum
5	26,821.00	27,805.00	28,784.00	29,781.00	30,813.00
4	25,842.00	26,821.00	27,805.00	28,784.00	29,781.00
3	24,859.00	25,842.00	26,821.00	27,805.00	27,874.00
2	23,963.00	24,859.00	25,842.00	26,821.00	27,805.00
1	23,064.00	23,963.00	24,859.00	25,842.00	26,821.00
0	22,256.00	23,064.00	23,963.00	24,859.00	25,842.00
9	21,450.00	22,256.00	23,064.00	23,963.00	24,859.00
8	20,643.00	21,450.00	22,256.00	23,064.00	23,963.00
7	19,928.00	20,643.00	21,450.00	22,256.00	23,064.00
6	19,212.00	19,928.00	20,643.00	21,450.00	22,256.00
5	18,508.00	19,212.00	19,928.00	20,643.00	21,450.00
4	17,875.00	18,508.00	19,212.00	19,928.00	20,643.00
3	17,244.00	17,875.00	18,508.00	19,212.00	19,928.00
2	16,618.00	17,244.00	17,875.00	18,508.00	19,212.00
1	15,995.00	16,618.00	17,244.00	17,875.00	18,508.00
0	15,455.00	15,995.00	16,618.00	17,244.00	17,875.00
9	14,912.00	15,455.00	15,995.00	16,618.00	17,244.00
8	14,381.00	14,912.00	15,455.00	15,995.00	16,618.00
7	13,850.00	14,381.00	14,912.00	15,455.00	15,995.00
6	13,402.00	13,850.00	14,381.00	14,912.00	15,455.00
5	12,952.00	13,402.00	13,850.00	14,381.00	14,912.00
4	12,502.00	12,952.00	13,402.00	13,850.00	14,381.00
3	12,054.00	12,502.00	12,952.00	13,402.00	13,850.00
2	11,604.00	12,054.00	12,502.00	12,952.00	13,402.00
1	11,154.00	11,604.00	12,054.00	12,502.00	12,952.00
0	10,799.00	11,154.00	11,604.00	12,054.00	12,502.00
	10,438.00	10,799.00	11,154.00	11,604.00	12,054.00
	10,082.00	10,438.00	10,799.00	11,154.00	11,604.00
	9,725.00	10,082.00	10,438.00	10,799.00	11,154.00
	9,368.00	9,725.00	10,082.00	10,438.00	10,799.00
	9,008.00	9,368.00	9,725.00	10,082.00	10,438.00
	8,734.00	9.008.00	9,368.00	9,725.00	10,082.00
	8,740.00	8,734.00	9,008.00	9,368.00	9,725.00
	8,205.00	8,470.00	8,734.00	9,008.00	9,368.00
	7,936.00	8,205.00	8,470.00	8,734.00	9,008.00

Reference Librarian	
Reference Librarian (P.T.)	*Sched*
Reference Supervisor	
Registrar of Votes (P.T.)	*Sched*
Sanitarian	
Sanitarian (Substitute) (P.T.)	*Sched*
Sealer of Weights and Measures (P.T.)	*Sched*
Senior Building Custodian	
Senior Clerk	
Senior Sailing Instructor (P.T.)	*Sched*
Shovel Operator	
Storekeeper	
Student Draftsman and Rodman (P.T.)	*Sched*
Swim Instructor (P.T.)	*Sched*
Switchboard Operator	
Temporary Janitor (P.T.)	*Sched*
Temporary Laborer (P.T.)	*Sched*
Tennis Court Monitor (P.T.)	*Sched*
Tennis Specialist (P.T.)	*Sched*
Tennis Supervisor (P.T.)	*Sched*
Town Comptroller	
Town Counsel (P.T.)	*Sched*
Town Engineer (1)	
Town Treasurer and Tax Collector	
Traffic Supervisor (P.T.)	*Sched*
Tree Climber	
Veterans' Agent (P.T.)	*Sched*
Water Meter Reader	
Wiring Inspector (Substitute) (P.T.)	*Sched*
Working Foreman	
Young Adults Librarian	
Youth Coordinator	

SCHEDULE A FOOTNOTES

1. Additional $100.00 per month when assigned to and performin duties of Assistant Director of Public Works.

2. Additional $45.00 per month when assigned to and performing duties of Office Manager as designated by the Director of Public Works

3. Additional $750.00 per year when assigned to and performing the d of Detective as designated by Police Chief.

4. Additional $40.00 per month when assigned to and performing duties of Station Commander as designated by Police Chief.

5. Additional $75.00 per month when assigned to and performing duties of Equipment Mechanic as designated by Fire Chief.

6. Additional $50.00 per month when assigned permanently to the shifts as designated by the Police Chief.

7. Additional $50.00 per month when assigned to and performing duties of a Specialist — Youth Officer as designated by the Police Chief

8. Said Director shall be the Superintendant of Public Works within meaning of Section 20 to 30, inclusive, of the Needham Special Home Charter Act (Acts of 1971, c.403), and shall be appointed in the manner shall exercise the powers and duties of such Superintendent, specified in act.

9. Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

10. Additional $300.00 per year when certified and acting as Emergency Medical Technician.

Schedule B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-35	26,821.00	27,805.00	28,784.00	29,781.00	30,813.00
S-34	25,842.00	26,821.00	27,805.00	28,784.00	29,781.00
S-33	24,859.00	25,842.00	26,821.00	27,805.00	27,874.00
S-32	23,963.00	24,859.00	25,842.00	26,821.00	27,805.00
S-31	23,064.00	23,963.00	24,859.00	25,842.00	26,821.00
S-30	22,256.00	23,064.00	23,963.00	24,859.00	25,842.00
S-29	21,450.00	22,256.00	23,064.00	23,963.00	24,859.00
S-28	20,643.00	21,450.00	22,256.00	23,064.00	23,963.00
S-27	19,928.00	20,643.00	21,450.00	22,256.00	23,064.00
S-26	19,212.00	19,928.00	20,643.00	21,450.00	22,256.00
S-25	18,508.00	19,212.00	19,928.00	20,643.00	21,450.00
S-24	17,875.00	18,508.00	19,212.00	19,928.00	20,643.00
S-23	17,244.00	17,875.00	18,508.00	19,212.00	19,928.00
S-22	16,618.00	17,244.00	17,875.00	18,508.00	19,212.00
S-21	15,995.00	16,618.00	17,244.00	17,875.00	18,508.00
S-20	15,455.00	15,995.00	16,618.00	17,244.00	17,875.00
S-19	14,912.00	15,455.00	15,995.00	16,618.00	17,244.00
S-18	14,381.00	14,912.00	15,455.00	15,995.00	16,618.00
S-17	13,850.00	14,381.00	14,912.00	15,455.00	15,995.00
S-16	13,402.00	13,850.00	14,381.00	14,912.00	15,455.00
S-15	12,952.00	13,402.00	13,850.00	14,381.00	14,912.00
S-14	12,502.00	12,952.00	13,402.00	13,850.00	14,381.00
S-13	12,054.00	12,502.00	12,952.00	13,402.00	13,850.00
S-12	11,604.00	12,054.00	12,502.00	12,952.00	13,402.00
S-11	11,154.00	11,604.00	12,054.00	12,502.00	12,952.00
S-10	10,799.00	11,154.00	11,604.00	12,054.00	12,502.00
S-9	10,438.00	10,799.00	11,154.00	11,604.00	12,054.00
S-8	10,082.00	10,438.00	10,799.00	11,154.00	11,604.00
S-7	9,725.00	10,082.00	10,438.00	10,799.00	11,154.00
S-6	9,368.00	9,725.00	10,082.00	10,438.00	10,799.00
S-5	9,008.00	9,368.00	9,725.00	10,082.00	10,438.00
S-4	8,734.00	9.008.00	9,368.00	9,725.00	10,082.00
S-3	8,740.00	8,734.00	9,008.00	9,368.00	9,725.00
S-2	8,205.00	8,470.00	8,734.00	9,008.00	9,368.00
S-1	7,936.00	8,205.00	8,470.00	8,734.00	9,008.00

Schedule B-2
Police Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		25,770.00	26,734.00	27,698.00	28,658.00
P-4		17,405.00	17,939.00	18,729.00	19,441.00
P-3			14,821.00	15,692.00	16,562.00
P-2		12,885.00	13,367.00	13,849.00	14,329.00
P-1			12,885.00	13,367.00	13,849.00

Effective January 1, 1979, Schedule B-2 shall be increased as follows:

P-5		26,760.00	27,762.00	28,762.00	29,760.00
P-4		18,075.00	18,629.00	19,450.00	20,188.00
P-3			15,391.00	16,295.00	17,199.00
P-2	13,380.00	13,881.00	14,381.00	14,880.00	
P-1			13,380.00	13,881.00	14,381.00

Schedule B-3
Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		25,770.00	26,734.00	27,698.00	28,658.00
*F-4		16,736.00	17,249.00	18,009.00	18,698.00
*F-3				15,523.00	16,007.00
*F-2		13,265.00	13,672.00	14,145.00	14,629.00
*F-1	11,559.00	11,957.00	12,356.00	12,753.00	13,151.00

* These are the rates presently being paid. Negotiations with the Deupty Fire Chiefs on the F-4 rates for fiscal year 1979 have not been completed. Negotiations with Firefighters Local 1706 for fiscal years 1978 and 1979 have not been completed. We, therefore, recommend that the rates for Grades F-4, F-3, F-2 and F-1 remain as they are presently.

Effective January 1, 1979, Schedule B-3 shall be increased as follows:

F-5	26,760.00	27,762.00	28,762.00	29,760.00

Schedule B-4
Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	14,719.00	15,233.00	13,827.00	16,423.00	17,024.00
FA-1	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00

The above are the rates presently being paid. Negotiations with Unit B of Local 1706 for fiscal year 1979 have not been completed. We, therefore, recommend that all rates in Schedule B-4 remain as they are presently.

Schedule B-5
Hourly Wage Schedule

ade	Minimum	2nd Step	3rd Step	4th Step	Maximum
8	5.93	6.16	6.38	6.62	6.87
7	5.75	5.93	6.16	6.38	6.62
6	5.52	5.75	5.93	6.16	6.38
5	5.30	5.52	5.75	5.93	6.16
4	5.12	5.30	5.52	5.75	5.93
3	4.92	5.12	5.30	5.52	5.75
2	4.78	4.92	5.12	5.30	5.52
1	4.61	4.78	4.92	5.12	5.30

e above are the rates presently being paid. Negotiations with the Public Works sociation for fiscal year 1979 have not been completed. We, therefore, recommend t all rates in Schedule B-5 remain as they are presently.

Schedule C
Rates for Part-Time and Seasonal Position Classes

	Minimum	Maximum
tivity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
imal Inspector (P.T.) (per annum)		1,625.00
s and Crafts Workshop Assistant (P.T.) (per hour)		2.50
s and Crafts Workshop Director (P.T.) (per hour)		3.10
istant Pool Supervisor (P.T.) (per hour)		3.45
istant Recreation Supervisor (P.T.) (per hour)		3.25
ociate Director of Council on Aging (P.T.) (30 hours weekly)		9,643.00
letic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
lding Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
l Firefighter (P.T.) (per annum)		877.00
ıvasser (P.T.) (per hour)		2.40
otain of Lifeguards (P.T.) (per hour)		3.45
otain of Swim Instructors (P.T.) (per hour)		3.45
rk (P.T.) (per hour)	2.30	2.50
nmittee Secretary (P.T.) (per hour)		4.33
ıncil on Aging Executive Director (P.T.) (per annum) (30 hours)		11,930.00
y Camp Counselor (P.T.) (per hour)		2.50
y Camp Director (P.T.) (per hour)		3.10
ıtal Hygienist (P.T.) (per hour)		4.51
ıtist (P.T.) (per diem)		58.00
ector of Civil Defense (per annum)		1,500.00

Schedule B-2
Police Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maxin
P-5		25,770.00	26,734.00	27,698.00	28,65
P-4		17,405.00	17,939.00	18,729.00	19,44
P-3			14,821.00	15,692.00	16,56
P-2		12,885.00	13,367.00	13,849.00	14,32
P-1			12,885.00	13,367.00	13,84

Effective January 1, 1979, Schedule B-2 shall be increased as follows:

P-5		26,760.00	27,762.00	28,762.00	29,76
P-4		18,075.00	18,629.00	19,450.00	20,18
P-3			15,391.00	16,295.00	17,19
P-2	13,380.00	13,881.00	14,381.00	14,880.00	
P-1			13,380.00	13,881.00	14,38

Schedule B-3
Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maxi
F-5		25,770.00	26,734.00	27,698.00	28,65
*F-4		16,736.00	17,249.00	18,009.00	18,69
*F-3				15,523.00	16,00
*F-2		13,265.00	13,672.00	14,145.00	14,62
*F-1	11,559.00	11,957.00	12,356.00	12,753.00	13,15

* These are the rates presently being paid. Negotiations with the Deupty Fire Chie the F-4 rates for fiscal year 1979 have not been completed. Negotiations with Firefig Local 1706 for fiscal years 1978 and 1979 have not been completed. We, there recommend that the rates for Grades F-4, F-3, F-2 and F-1 remain as they are prese

Effective January 1, 1979, Schedule B-3 shall be increased as follows:

F-5	26,760.00	27,762.00	28,762.00	29,76

Schedule B-4
Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maxi
FA-2	14,719.00	15,233.00	13,827.00	16,423.00	17,0
FA-1	12,764.00	13,190.00	13,696.00	14,202.00	14,7

The above are the rates presently being paid. Negotiations with Unit B of Local 17 fiscal year 1979 have not been completed. We, therefore, recommend that all ra Schedule B-4 remain as they are presently.

Schedule B-5
Hourly Wage Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.93	6.16	6.38	6.62	6.87
W-7	5.75	5.93	6.16	6.38	6.62
W-6	5.52	5.75	5.93	6.16	6.38
W-5	5.30	5.52	5.75	5.93	6.16
W-4	5.12	5.30	5.52	5.75	5.93
W-3	4.92	5.12	5.30	5.52	5.75
W-2	4.78	4.92	5.12	5.30	5.52
W-1	4.61	4.78	4.92	5.12	5.30

The above are the rates presently being paid. Negotiations with the Public Works Association for fiscal year 1979 have not been completed. We, therefore, recommend that all rates in Schedule B-5 remain as they are presently.

Schedule C
Rates for Part-Time and Seasonal Position Classes

	Minimum	Maximum
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,625.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)		2.50
Arts and Crafts Workshop Director (P.T.) (per hour)		3.10
Assistant Pool Supervisor (P.T.) (per hour)		3.45
Assistant Recreation Supervisor (P.T.) (per hour)		3.25
Associate Director of Council on Aging (P.T.) (30 hours weekly)		9,643.00
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Call Firefighter (P.T.) (per annum)		877.00
Canvasser (P.T.) (per hour)		2.40
Captain of Lifeguards (P.T.) (per hour)		3.45
Captain of Swim Instructors (P.T.) (per hour)		3.45
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		4.33
Council on Aging Executive Director (P.T.) (per annum) (30 hours)		11,930.00
Day Camp Counselor (P.T.) (per hour)		2.50
Day Camp Director (P.T.) (per hour)		3.10
Dental Hygienist (P.T.) (per hour)		4.51
Dentist (P.T.) (per diem)		58.00
Director of Civil Defense (per annum)		1,500.00

Finance Committee Executive Secretary (P.T.) (per annum)	4,470.00
Gymnastics Workshop Assistant (P.T.) (per hour)	2.50
Gymnastics Workshop Director (P.T.) (per hour)	3.10
Junior Building Custodian (P.T.) (per hour)	4.51
Junior Sailing Instructor (P.T.) (per hour)	2.75
Library Assistant I (P.T.) (per hour)	3.68
Library Assistant II (P.T.) (per hour)	4.17
Library Page (P.T.) (per hour)	
First Year	2.20
Second Year	2.30
Lifeguard (P.T.) (per hour)	2.75
Playground Director (P.T.) (per hour)	2.65
Playleader (P.T.) (per hour)	2.30
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Police Matron (P.T.) (per hour)	2.50
(or minimum)	8.00
Pool Booth Attendant (P.T.) (per hour)	2.65
Pool Maintenance Worker (P.T.) (per hour)	2.75
Pool Supervisor	3.90
Racquet Sports Camp Assistant (P.T.) (per hour)	2.50
Racquet Sports Camp Director (P.T.) (per hour)	2.65
Recreation Supervisor (P.T.) (per hour)	3.75
Reference Librarian (P.T.) (per hour)	6.00
Registrar of Voters (P.T.) (per annum)	400.00
Sanitarian (substitute) (P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	3,744.00
Senior Sailing Instructor (P.T.) (per hour)	3.25
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	3.05
Second Year Student	3.35
Third Year Student	3.70
Fourth Year Student	3.80
Fifth Year Student	3.90
Swim Instructor (P.T.) (per hour)	2.75
Temporary Janitor (P.T.) (per hour)	2.40
Temporary Laborer (per hour)	
First Year	2.40
Second Year	2.55
Third Year	2.70
Fourth Year	2.85
Fifth Year	3.00
Tennis Court Monitor (P.T.) (per hour)	2.50
Tennis Specialist (P.T.) (per hour)	3.10
Tennis Supervisor (P.T.) (per hour)	3.25
Town Counsel (P.T.) (per annum)	22,206.00
Traffic Supervisor (P.T.) (per month)	282.00
Veterans' Agent (P.T.) (per annum)	7,120.00
Wiring Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00

**(see reconsideration May 15, 1976 for final vote on Article 8)

ARTICLE 9. To see if the Town will vote to amend Article IX, Section 28, ubsection (a) of the General By-Laws (Consolidated Personnel By-Law) by changing the ords "(1) day" found in said section so that said new subsection (a) will read as follows:

"(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-law an additional one and a quarter (1¼) days per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one and a quarter (1 ¼) days per month or proportionate part thereof as hereinafter specified."

r take any other action relative thereto.

VOTED: That the Town amend Article IX, Section 28, subsection (a) of the General y-Laws (Consolidated Personnel By-Law) by changing the words "(1) day" found in said ction so that said new subsection (a) will read as follows:

"(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-law an additional one and a quarter (1¼) days per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one and a quarter (1¼) days per month or proportionate part thereof as hereinafter specified.

motion was made by Mr. Charles Robins, Chairman, Finance Committee, to advance ticle 37 before the budget article and it was so unanimously voted.

ARTICLE 37. To see if the Town will vote to accept the provisions of Mass. General ws, Chap. 71, Sec. 71E, added by Chap. 639 of Acts of 1977, which authorizes the hool Committee to maintain separate revolving accounts for its receipts and penditures in connection with the conduct of adult education and continuing ucational programs including, but not limited to, adult physical fitness programs, mmer school programs, and programs designated by prior vote of said School mmittee as community school program; or take any other action relative thereto.

Mr. Gilbert W. Cox spoke in opposition to the proposal noting that if this Chapter is cepted the account becomes subject to state legislation. After a brief discussion, Mr. thur Tiernan moved the previous question and it was so unanimously voted.

The following tellers were then sworn in by the Moderator: Mrs. Jean W. tchinson, Mrs. Mary Ann Carovillano, Mr. Norman R. Meier, Mr. Raeburn B. thaway, Jr., Mr. Leon B. Levitan, and Mr. F. Hartwell Swaffield.

Finance Committee Executive Secretary (P.T.) (per annum)	4,470.0
Gymnastics Workshop Assistant (P.T.) (per hour)	2.5
Gymnastics Workshop Director (P.T.) (per hour)	3.1
Junior Building Custodian (P.T.) (per hour)	4.5
Junior Sailing Instructor (P.T.) (per hour)	2.7
Library Assistant I (P.T.) (per hour)	3.6
Library Assistant II (P.T.) (per hour)	4.1
Library Page (P.T.) (per hour)	
First Year	2.2
Second Year	2.3
Lifeguard (P.T.) (per hour)	2.7
Playground Director (P.T.) (per hour)	2.6
Playleader (P.T.) (per hour)	2.3
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.0
(or per inspection)	12.0
Police Matron (P.T.) (per hour)	2.5
(or minimum)	8.0
Pool Booth Attendant (P.T.) (per hour)	2.6
Pool Maintenance Worker (P.T.) (per hour)	2.7
Pool Supervisor	3.9
Racquet Sports Camp Assistant (P.T.) (per hour)	2.5
Racquet Sports Camp Director (P.T.) (per hour)	2.6
Recreation Supervisor (P.T.) (per hour)	3.7
Reference Librarian (P.T.) (per hour)	6.0
Registrar of Voters (P.T.) (per annum)	400.0
Sanitarian (substitute) (P.T.) (per diem)	27.0
Sealer of Weights and Measures (P.T.) (per annum)	3,744.0
Senior Sailing Instructor (P.T.) (per hour)	3.2
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	3.0
Second Year Student	3.3
Third Year Student	3.7
Fourth Year Student	3.8
Fifth Year Student	3.9
Swim Instructor (P.T.) (per hour)	2.7
Temporary Janitor (P.T.) (per hour)	2.4
Temporary Laborer (per hour)	
First Year	2.4
Second Year	2.5
Third Year	2.7
Fourth Year	2.8
Fifth Year	3.0
Tennis Court Monitor (P.T.) (per hour)	2.5
Tennis Specialist (P.T.) (per hour)	3.
Tennis Supervisor (P.T.) (per hour)	3.
Town Counsel (P.T.) (per annum)	22,206.
Traffic Supervisor (P.T.) (per month)	282.
Veterans' Agent (P.T.) (per annum)	7,120.
Wiring Inspector (substitute) (P.T.) (per diem)	41.
(or per inspection)	12.

**(see reconsideration May 15, 1976 for final vote on Article 8)

ARTICLE 9. To see if the Town will vote to amend Article IX, Section 28, subsection (a) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "(1) day" found in said section so that said new subsection (a) will read as follows:

"(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-law an additional one and a quarter (1¼) days per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one and a quarter (1 ¼) days per month or proportionate part thereof as hereinafter specified."

or take any other action relative thereto.

VOTED: That the Town amend Article IX, Section 28, subsection (a) of the General By-Laws (Consolidated Personnel By-Law) by changing the words "(1) day" found in said section so that said new subsection (a) will read as follows:

"(a) Consistent with the eligibility of each employee subject to this By-Law on the effective date of this Section, there shall be credited to each such employee's record the total amount of non-occupational sick leave available to each employee as determined under the prior provisions of Section 28. For the succeeding calendar year after the effective date hereof and each successive calendar year thereafter there shall accrue to each eligible employee subject to this By-law an additional one and a quarter (1¼) days per month or proportionate part thereof as hereinafter provided for less than permanent full time employees which shall be added to the employee's permanent record of available non-occupational sick leave time, and shall hereafter be known and referred to as "Non-Occupational Unused Accumulated Sick Leave" or "Total Sick Leave Credit." All new employees entering the Town service hereunder after the effective date hereof shall be credited with said one and a quarter (1¼) days per month or proportionate part thereof as hereinafter specified.

A motion was made by Mr. Charles Robins, Chairman, Finance Committee, to advance Article 37 before the budget article and it was so unanimously voted.

ARTICLE 37. To see if the Town will vote to accept the provisions of Mass. General Laws, Chap. 71, Sec. 71E, added by Chap. 639 of Acts of 1977, which authorizes the School Committee to maintain separate revolving accounts for its receipts and expenditures in connection with the conduct of adult education and continuing educational programs including, but not limited to, adult physical fitness programs, summer school programs, and programs designated by prior vote of said School Committee as community school program; or take any other action relative thereto.

Mr. Gilbert W. Cox spoke in opposition to the proposal noting that if this Chapter is accepted the account becomes subject to state legislation. After a brief discussion, Mr. Arthur Tiernan moved the previous question and it was so unanimously voted.

The following tellers were then sworn in by the Moderator: Mrs. Jean W. Hutchinson, Mrs. Mary Ann Carovillano, Mr. Norman R. Meier, Mr. Raeburn B. Hathaway, Jr., Mr. Leon B. Levitan, and Mr. F. Hartwell Swaffield.

The main motion was presented, but when put to a vote the motion failed to carry.

MOVED: That the Town accept the provisions of Mass. General Laws, Chap. 71, Section 71E, added by Chap. 639 of Acts of 1977, which authorizes the School Committee to maintain separate revolving accounts for its receipts and expenditures in connection with the conduct of adult education and continuing educational programs, including but not limited to, adult physical fitness programs, summer school programs, and programs designated by prior vote of said School Committee as community school program.

Yes 99 — No 129

Mr. Charles Robins, Chairman, Finance Committee, moved that Article 10 (Budget) be postponed until the next session and it was so unanimously voted.

Mr. Robert Vondenbrink moved that Article 11 be postponed until the next session to be taken up after Article 10 is disposed of, and it was so voted.

ARTICLE 12. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads; or take any other action relative thereto.

Mrs. Katharine Preston of Precinct C raised a question relative to the current widening of Central Avenue beyond Great Plain Avenue stating that it was the residents belief that the widening would not extend beyond Great Plain Avenue. After a brief discussion, on the Moderator's motion it was voted to put Article 12 over to a time certain to be the first order of business after Article 11 is disposed of.

ARTICLE 13. To see if the Town will vote to raise and appropriate the sum of $15,000. to resurface the parking and service areas at the Public Works Building as proposed by the Public Works Department; determine how such sum shall be raised whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

VOTED, unanimously that the Town appropriate the sum of $15,000. to resurface the parking and service area at the Public Works Building as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

ARTICLE 17. To see if the Town will vote to raise and appropriate the sum of $12,650 for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessments of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how such sum shall be raised, whether by transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended; or take any other action relative thereto.

Mr. Francis Facchetti offered the following amendment:

MOVED: To amend the figure of $12,650. to $75,150.; by transfer of $31,000. from the Sewer Assessment Reserve Account and the balance from the current tax levy.

Mr. Facchetti explained that $62,500. is proposed to be used for the construction of storm drainage relief lines to alleviate the sewage overflow into basements of homes in the Oak Street area.

The motion to amend was presented and it was unanimously

VOTED: To amend the figure of $12,650. to read $75,150.; by transfer of $31,000. from the Sewer Assessment Reserve Account and the balance from the current tax levy.

The main motion, as amended, was presented and it was unanimously

VOTED: That the Town appropriate the sum of $75,150. for expenses (Town laries and wages being included in the budget) for sewer main construction in certain reets and ways as petitioned by abutters under the provisions of law authorizing the sessments of betterments, where applicable, and for various intercepting sewers in iblic ways and private lands; said sum to be raised by transfer of $31,000. from the wer Assessment Reserve Account and the balance from the current tax levy.

ARTICLE 18. To see if the Town will vote to raise and appropriate the sum of 6,235. for expenses (Town salaries and wages being included in the budget) for nstruction of storm water drains in private ways proposed for acceptance by the Town, d for extending the storm water drainage system through easement on private operty, or in public ways, as proposed by the Public Works Department; determine w such sum shall be raised, whether from the current tax levy, by transfer from ilable funds, by borrowing or otherwise, and how expended; or take any other action ative thereto.

VOTED, unanimously, that the Town appropriate the sum of $16,235. for expenses own salaries and wages being included in the budget) for construction of storm water inage system through easement on private property, or in public ways as proposed by Public Works Department; said sum to be raised from the current tax levy and pended under the supervision of the Board of Selectmen.

ARTICLE 21. To see if the Town will vote to authorize the Board of Selectmen, in name and on behalf of the Town, to execute a lease to the Needham Golf Club of the ter-shed land now occupied by it as lessee and owned by the Town, for a period of ten rs at an annual rental of $13,000 and upon such terms as the Selectmen may determine; take any other action relative thereto.

A two-thirds vote being required, it was

VOTED: That the Town authorize the Board of Selectmen, in the name and on alf of the Town, to execute a lease to the Needham Golf Club of the water-shed land v occupied by it as lessee and owned by the Town, for a period of ten years at an annual tal of $13,000 and upon such terms as the Selectmen may determine.

Yes 177 — No 18

ARTICLE 22. To see if the Town will appropriate a sum of money to be expended ler the supervision and direction of the Planning Board and the Board of Selectmen the purpose of performing an in-depth evaluation of Parking and Traffic Circulation he two business areas of Needham Center and Needham Heights, said evaluation to ude a detailed series of recommendations for specific improvements; said sum to be ed by a transfer of said sum of money from the off-street parking meter fund; ermine how said sum is to be expended; and that the Board of Selectmen with the aid he Planning Board be authorized to apply for and receive any Federal, State and/or unty financial aid or assistance which may be available for the foregoing purposes; or e any other action relative thereto.

Mr. Stanley Tippett spoke on the motion offered by Mr. Richard Salamone and r a lengthy discussion, the motion when put to a vote failed to carry.

MOVED: That the Town appropriate the sum of $18,000. to be expended under the ervision and direction of the Planning Board and the Board of Selectmen for the pose of performing an in-depth evaluation of Parking and Traffic Circulation in the business areas of Needham Center and Needham Heights, said evaluation to include tailed series of recommendations for specific improvements; said sum to be raised by

The main motion was presented, but when put to a vote the motion failed to car

MOVED: That the Town accept the provisions of Mass. General Laws, Chap Section 71E, added by Chap. 639 of Acts of 1977, which authorizes the School Comm to maintain separate revolving accounts for its receipts and expenditures in connec with the conduct of adult education and continuing educational programs, includin not limited to, adult physical fitness programs, summer school programs, and prog designated by prior vote of said School Committee as community school progra

Yes 99 — No 129

Mr. Charles Robins, Chairman, Finance Committee, moved that Article 10 (Bu be postponed until the next session and it was so unanimously voted.

Mr. Robert Vondenbrink moved that Article 11 be postponed until the next se to be taken up after Article 10 is disposed of, and it was so voted.

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Mrs. Katharine Preston of Precinct C raised a question relative to the cu widening of Central Avenue beyond Great Plain Avenue stating that it was the resi belief that the widening would not extend beyond Great Plain Avenue. After a discussion, on the Moderator's motion it was voted to put Article 12 over to a time ce to be the first order of business after Article 11 is disposed of.

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VOTED, unanimously that the Town appropriate the sum of $15,000. to resu the parking and service area at the Public Works Building as proposed by the P Works Department; said sum to be raised from the current tax levy and expended u the supervision and direction of the Board of Selectmen.

ARTICLE 17. To see if the Town will vote to raise and appropriate the su $12,650 for expenses (Town salaries and wages being included in the budget) for s main construction in certain streets and ways as petitioned for by abutters unde provisions of law authorizing the assessments of betterments, where applicable, an various intercepting sewers in public ways and private lands; determine how such shall be raised, whether by transfer from the Sewer Assessment Reserve Account, or other available funds, from the current tax levy or by borrowing or by two or more o means, and how expended; or take any other action relative thereto.

Mr. Francis Facchetti offered the following amendment:

MOVED: To amend the figure of $12,650. to $75,150.; by transfer of $31,000. the Sewer Assessment Reserve Account and the balance from the current tax lev

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The motion to amend was presented and it was unanimously

VOTED: To amend the figure of $12,650. to read $75,150.; by transfer of $31 from the Sewer Assessment Reserve Account and the balance from the current tax

The main motion, as amended, was presented and it was unanimously

VOTED: That the Town appropriate the sum of $75,150. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned by abutters under the provisions of law authorizing the assessments of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum to be raised by transfer of $31,000. from the Sewer Assessment Reserve Account and the balance from the current tax levy.

ARTICLE 18. To see if the Town will vote to raise and appropriate the sum of $16,235. for expenses (Town salaries and wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways, as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended; or take any other action relative thereto.

VOTED, unanimously, that the Town appropriate the sum of $16,235. for expenses (Town salaries and wages being included in the budget) for construction of storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision of the Board of Selectmen.

ARTICLE 21. To see if the Town will vote to authorize the Board of Selectmen, in the name and on behalf of the Town, to execute a lease to the Needham Golf Club of the water-shed land now occupied by it as lessee and owned by the Town, for a period of ten years at an annual rental of $13,000 and upon such terms as the Selectmen may determine; or take any other action relative thereto.

A two-thirds vote being required, it was

VOTED: That the Town authorize the Board of Selectmen, in the name and on behalf of the Town, to execute a lease to the Needham Golf Club of the water-shed land now occupied by it as lessee and owned by the Town, for a period of ten years at an annual rental of $13,000 and upon such terms as the Selectmen may determine.

Yes 177 — No 18

ARTICLE 22. To see if the Town will appropriate a sum of money to be expended under the supervision and direction of the Planning Board and the Board of Selectmen for the purpose of performing an in-depth evaluation of Parking and Traffic Circulation in the two business areas of Needham Center and Needham Heights, said evaluation to include a detailed series of recommendations for specific improvements; said sum to be raised by a transfer of said sum of money from the off-street parking meter fund; determine how said sum is to be expended; and that the Board of Selectmen with the aid of the Planning Board be authorized to apply for and receive any Federal, State and/or County financial aid or assistance which may be available for the foregoing purposes; or take any other action relative thereto.

Mr. Stanley Tippett spoke on the motion offered by Mr. Richard Salamone and after a lengthy discussion, the motion when put to a vote failed to carry.

MOVED: That the Town appropriate the sum of $18,000. to be expended under the supervision and direction of the Planning Board and the Board of Selectmen for the purpose of performing an in-depth evaluation of Parking and Traffic Circulation in the two business areas of Needham Center and Needham Heights, said evaluation to include a detailed series of recommendations for specific improvements; said sum to be raised by

a transfer of said sum of money from the off-street parking meter fund; that the Board of Selectmen with the aid of the Planning Board be authorized to apply for and recieve any Federal, State, and/or County financial aid or assistance which may be available for the foregoing purposes.

At 11:00 P.M. Mr. Warner Hartford moved that the meeting stand adjourned to Wednesday, May 3, 1978 at 7:30 P.M. at the Newman Junior High School and it was so voted.

ROSE O. MacKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 3, 1978

Pursuant to adjournment of the Annual Town Meeting held May 1, 1978, the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, May 3, 1978 at 7:30 P.M.

Check lists were used and 306 voters were checked on the list which included 240 Town Meeting Members.

Rabbi Rievan W. Slavkin, Temple Beth Shalom, gave the invocation.

Those Town Meeting Members who were not present May 1st were sworn to the faithful performance of their duties by the Town Clerk.

The Town Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Gilbert W. Cox offered a motion that Article 37 be reconsidered stating that if the motion to reconsider prevails, a motion to amend the original main motion will be presented and that any reference to Mass. General Laws, Chapter 71, Section 71E will be deleted.

After a brief discussion the motion to reconsider Article 37 was presented and it was voted.

Mr. Cox then offered a motion to amend Article 37 and it was

VOTED: That the Town by virtue of the power vested in it under Section 6 of the Home Rule Amendment (Article L. XXXIX) hereby authorizes all moneys receivedby the School Committee in connection with the conduct of adult education and continuing education programs, including, but not limited to adult physical fitness programs conducted under section seventy-one B, summer school programs and programs designated by prior vote of said committee as community school programs, and in connection with the use of school property under section seventy-one, shall be deposited with the treasurer of the town and held as separate accounts. The receipts held in such a separated account may be expended by said school committee without further appropriation for the purposes of the program or programs from which the receipts held in such account were derived or, in the case of the use of the school property account for expenses incurred in making school property available for such use, not withstanding the provisions of section fifty-three of chapter fourty-four of the General Laws. The Town may appropriate funds for the conduct of any such program or for expenses incurred in making school property available for such use, which funds shall be expended by the school committee in addtion to funds provided from other sources. The Finance Committee shall disclose the receipts and expenditures as herein authorized as part of the budget making process and presentation.

Mr. Robert C. Hall offered a motion to reconsider Article 21, but when put to a vote the motion for reconsideration failed to carry.

Mr. John J. McQuillan offered a motion to reconsider Article 22, but when put to a vote the motion for reconsideration failed to carry.

A motion was offered by Mr. Raeburn Hathaway "that no motions to reconsider be placed on the floor until all articles have been considered", but when put to a vote this motion failed to carry.

ARTICLE 10. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Under Article 10 the Moderator stated he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer a substitute motion he was to indicate this by calling *question* or *debate*. Those items so indicated were: 1, 3, 16, 18, 21, 25, 27, 28, 30, 34, 35, 37, 40, 42, 43, 46, 48, 56, 58, 66, 67, 68, 70, 71, 72, 73, 74, 76, 79, 85, 86, 87, 89, 90, 91, 101, 102, 103, 105, 107, 110, 112, 114, 116, 117, 119, 122, 128, 134, 135, 137, 138, 139, 141, 143, 145, 148, 151, 153, 155, 156, 163, 169, 174.

Mr. Charles Robins, Chairman of the Finance Committee reported on the financial picture of the Town and a predicted increase of $1.00 over last year's $58.60 tax rate.

Amendments to the budget article were offered by the Finance Committee. An extended discussion followed relative to Item No. 3 — Board of Selectmen — Expenses. The proposed amendment recommended that this item be increased to a new amount of $95,890. to provide for private ambulance service.

A motion was presented by Mr. Robert Chase to postpone the vote on this item until Monday, May 8th, but when put to a vote the motion failed to carry.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

Voted: Line 1 — changed from $83,883. to $87,860.
Line 3 — changed from $23,290. to $95,890.
by transfer of the unexpended balance of $2,234.20 from Article 5, S.T.M. 1975, and the balance of $93,655.80 from the current tax levy
Line 18 — changed from $37,417. to $40,049.
Line 21 — changed from $12,585. to $13,099.
Line 25 — changed from $12,000. to $12,600.
Line 28 — changed from $24,561. to $27,669.
Line 30 — changed from $63,150. to $68,571.
Line 34 — changed from $21,200. to $24,075.
Line 37 — changed from $64,970. to $70,176.[1]
Line 40 — changed from $59,145. to $66,635.
Line 43 — $892,000. to be raised by transfer of $6,654.92 from the Ridge Hill Reservation Purchase Escrow Fund and the balance of $885,345.08 from the current tax levy.
[1] *See further amendment May 8, 1978.*

At 11:20 P.M., Mrs. Mary Ann Carovillano moved that this meeting stand adjourned to Monday, May 8, 1978 at 7:30 P.M. at the Newman Junior High School and it was so voted.

ROSE O. MacKENZIE
Town Clerk

ATTEST: _____
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 8, 1978

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 3, 1978 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Monday, May 8, 1978 at 7:30 P.M.

Check lists were used and 290 voters were checked on the list which included 227 Town Meeting Members.

Rev. Lynn L. Illingworth, Pastor, Needham Presbyterian Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Discussion relative to line items in the budget followed.

Mr. Charles Robins, Chairman, Finance Committee offered a further amendment to Line Item 37 — Comptroller: Salaries — that the figure of $70,176. be changed to $64,025. and when put to a vote is was so voted.

Further amendment to the budget article presented by the Finance Committee were voted in the affirmative:

Voted: *Line 46 — changed from $52,709. to $55,835.*
Line 48 — changed from $ 3,394. to $ 4,870.
Line 56 — the amount of $10,577,316. to be raised by transfer of $57,463.68 from P.L. 874 monies on hand. The balance of $10,519,852.32 from the current tax levy.
Line 58 — the amount of $480,098. to be raised by transfer of $600.58 from the Dwight School Fund and the balance of $479,497.42 from the current tax levy.
Line 67 — changed from $35,000. to $2,000.
Line 68 — changed from $24,050. to $5,000.
Line 70 — changed from $134,250. to $70,000.
Line 71 — changed from $919,510. to $979,209. to be raised by transfer of $173,490. from federal revenue sharing funds, $9,000. from parking meter fund and the balance of $796,719. from the current tax levy.
Line 72 — changed from $141,000. to $150,700.
Line 73 — changed from $11,100. to $13,500.
Line 74 — changed from $23,908. to $25,343.
Line 82 — changed from $13,200. to $13,650.
Line 86 — changed from $1,061,160. to $1,137,351. to be raised by transfer of $201,510. from federal revenue sharing funds and the balance of $935,841. from the current tax levy.
Line 87 — changed from $266,418. to $275,122.
Line 89 — changed from $30,108. to $30,452.
Line 101 — changed from $11,944. to $14,635.
Line 103 — changed from $65, 350. to $68,432.
Line 105 — changed from $3,566. to $3,744.
Line 107 — changed from $70,954. to $75,513.
Line 110 — changed from $142,992. to $150,192.
Line 112 — changed from $96,924. to $97,748.
Line 114 — changed from $329,258. to $332,604.
Line 119 — changed from $230,323. to $226,004.

ARTICLE 10. To see what sums of money the Town will vote to raise a appropriate for the necessary Town charges and expenses.

Under Article 10 the Moderator stated he would read the various items in the budg and if any Town Meeting Member wished to discuss an item or offer a substitute moti he was to indicate this by calling *question* or *debate*. Those items so indicated were: 1, 16, 18, 21, 25, 27, 28, 30, 34, 35, 37, 40, 42, 43, 46, 48, 56, 58, 66, 67, 68, 70, 71, 72, 73, 74, 79, 85, 86, 87, 89, 90, 91, 101, 102, 103, 105, 107, 110, 112, 114, 116, 117, 119, 122, 128, 1 135, 137, 138, 139, 141, 143, 145, 148, 151, 153, 155, 156, 163, 169, 174.

Mr. Charles Robins, Chairman of the Finance Committee reported on the financ picture of the Town and a predicted increase of $1.00 over last year's $58.60 tax ra

Amendments to the budget article were offered by the Finance Committee. extended discussion followed relative to Item No. 3 — Board of Selectmen — Expens The proposed amendment recommended that this item be increased to a new amount $95,890. to provide for private ambulance service.

A motion was presented by Mr. Robert Chase to postpone the vote on this item un Monday, May 8th, but when put to a vote the motion failed to carry.

The following amendments to the budget article, presented by the Finan Committee, were voted in the affirmative:

Voted: Line 1 — changed from $83,883. to $87,860.
Line 3 — changed from $23,290. to $95,890.
by transfer of the unexpended balance of $2,234.20 from Article 5, S.T. 1975, and the balance of $93,655.80 from the current tax levy
Line 18 — changed from $37,417. to $40,049.
Line 21 — changed from $12,585. to $13,099.
Line 25 — changed from $12,000. to $12,600.
Line 28 — changed from $24,561. to $27,669.
Line 30 — changed from $63,150. to $68,571.
Line 34 — changed from $21,200. to $24,075.
Line 37 — changed from $64,970. to $70,176.[1]
Line 40 — changed from $59,145. to $66,635.
Line 43 — $892,000. to be raised by transfer of $6,654.92 from the Ridge H Reservation Purchase Escrow Fund and the balance of $885,345.08 from current tax levy.
[1] See further amendment May 8, 1978.

At 11:20 P.M., Mrs. Mary Ann Carovillano moved that this meeting sta adjourned to Monday, May 8, 1978 at 7:30 P.M. at the Newman Junior High School a it was so voted.

ROSE O. MacKENZIE
Town Clerk

ATTEST: _____
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 8, 1978

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 3, 1978 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Monday, May 8, 1978 at 7:30 P.M.

Check lists were used and 290 voters were checked on the list which included 227 Town Meeting Members.

Rev. Lynn L. Illingworth, Pastor, Needham Presbyterian Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Discussion relative to line items in the budget followed.

Mr. Charles Robins, Chairman, Finance Committee offered a further amendment to Line Item 37 — Comptroller: Salaries — that the figure of $70,176. be changed to $64,025. and when put to a vote is was so voted.

Further amendment to the budget article presented by the Finance Committee were voted in the affirmative:

Voted: Line 46 — changed from $52,709. to $55,835.
Line 48 — changed from $ 3,394. to $ 4,870.
Line 56 — the amount of $10,577,316. to be raised by transfer of $57,463.68 from P.L. 874 monies on hand. The balance of $10,519,852.32 from the current tax levy.
Line 58 — the amount of $480,098. to be raised by transfer of $600.58 from the Dwight School Fund and the balance of $479,497.42 from the current tax levy.
Line 67 — changed from $35,000. to $2,000.
Line 68 — changed from $24,050. to $5,000.
Line 70 — changed from $134,250. to $70,000.
Line 71 — changed from $919,510. to $979,209. to be raised by transfer of $173,490. from federal revenue sharing funds, $9,000. from parking meter fund and the balance of $796,719. from the current tax levy.
Line 72 — changed from $141,000. to $150,700.
Line 73 — changed from $11,100. to $13,500.
Line 74 — changed from $23,908. to $25,343.
Line 82 — changed from $13,200. to $13,650.
Line 86 — changed from $1,061,160. to $1,137,351. to be raised by transfer of $201,510. from federal revenue sharing funds and the balance of $935,841. from the current tax levy.
Line 87 — changed from $266,418. to $275,122.
Line 89 — changed from $30,108. to $30,452.
Line 101 — changed from $11,944. to $14,635.
Line 103 — changed from $65, 350. to $68,432.
Line 105 — changed from $3,566. to $3,744.
Line 107 — changed from $70,954. to $75,513.
Line 110 — changed from $142,992. to $150,192.
Line 112 — changed from $96,924. to $97,748.
Line 114 — changed from $329,258. to $332,604.
Line 119 — changed from $230,323. to $226,004.

Line 122 — changed from $280,268. to $282,681.
Line 128 — changed from $251,375. to $253,728.
Line 135 — changed from $91,077. to $98,648.
Line 138 — changed from $8,775. to $8,175.
Line 139 — changed from $60,000. to $69,000.
Line 141 — the sum of $55,188. to be raised by transfer of $7,000. from the unexpended balance of Art. 40, A.T.M. 1977 and the balance of $48,188. from the current tax levy.
Line 143 — changed from $9,109. to $9,532.
Line 145 — changed from $12,982. to $14,352.
Line 148 — changed from $59,240. to $62,517.
Line 151 — changed from $16,975. to $22,273.
Line 153 — changed from $29,536. to $31,743.
Line 155 — changed from $3,850. to $2,550.
Line 163 — changed from $247,622. to $259,770. to be raised by transfer of $2,105.15 from the Town's share of the unexpended balance of the Dog Fund; $53.73 and $1,849.07 from the Barr and Greenwood Funds; $11,226. from State Library Assistance and the balance of $244,536.05 from the current tax levy.
Line 169 — changed from $14,636. to $15,231.
Line 171 — changed from 0. to $1,080.
Line 174 — changed from $156,407. to $158,588.

The main motion under the budget (Article 10) with the various amendments thereto was then presented and it was

***VOTED: That the following sums of money be authorized for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1978 as follows:*

GENERAL GOVERNMENT ADMINISTRATION

Board of Selectmen:

1. Salaries	87,860.
2. Telephone Charges	32,450.
3. Expenses	95,890.
(2,234.20 Art. 5, 1975 S.T.M.; 93,655.80 current tax levy)	
4. Town Meeting	6,940.
5. Capital Outlay	0.

Miscellaneous:

6. Insurance	166,000.
7. Accident & Health & Group Life Insurance	609,000.
8. Workmen's Compensation Self Insurance Fund & Premium Account	100,000.
9. Property and Casualty Self Insurance	1,500.
10. Uniformed Service Medical Payments	15,000.
11. Memorial Day	1,000.
12. Care of Soldiers' Graves	800.
13. Town Report	5,000.
14. Street Lighting	140,000.
15. Maintenance of Stephen Palmer School	0.
16. Unemployment Compensation	50,000.
17. Insurance Consultant	0.

Town Clerk:
18. Salaries ..... 40,049.
19. Expenses ..... 3,295.
20. Travel Out of State ..... 100.

Board of Registrars:
21. Salaries ..... 13,099.
22. Expenses ..... 15,990.
23. Tellers & Canvassers ..... 16,920.
24. Capital Outlay ..... 218.

Legal:
25. Salaries ..... 12,600.
26. Expenses ..... 2,000.
27. Special Fees ..... 20,000.

Personnel:
28. Salaries ..... 27,669.
29. Expenses ..... 4,500.

FINANCE

Assessors:
30. Salaries ..... 68,571.
31. Expenses ..... 8,750.
32. Travel Out of State ..... 0.
33. Capital Outlay ..... 0.

Director of Finance:
34. Salary ..... 24,075.
35. Audit ..... 30,000.
36. Financial Consultant ..... 4,800.

Comptroller:
37. Salaries ..... 64,025.
38. Expenses ..... 7,450.
39. Capital Outlay ..... 0.

Treasurer/Tax Collector:
40. Salaries ..... 66,635.
41. Expenses ..... 18,750.
42. Capital Outlay ..... 1,565.

Debt and Interest:
43. Maturing Bonds and Notes ..... 892,000.
(to be raised by transfer of $6,654.92 from the Ridge Hill Reservation Purchase Escrow Fund and the balance of $885,345.08 from the current tax levy)
44. Bond and Note Interest ..... 152,114.
45. Temporary Loan Interest ..... 5,000.
Fiscal Cycle Loan — Prin. Schools
Fiscal Cycle Loan — Int. Schools

Data Processing:
46. Salaries ..... 55,835.
47. Expenses ..... 37,342.

Line 122 — changed from $280,268. to $282,681.
Line 128 — changed from $251,375. to $253,728.
Line 135 — changed from $91,077. to $98,648.
Line 138 — changed from $8,775. to $8,175.
Line 139 — changed from $60,000. to $69,000.
Line 141 — the sum of $55,188. to be raised by transfer of $7,000. from the unexpended balance of Art. 40, A.T.M. 1977 and the balance of $48,188. from the current tax levy.
Line 143 — changed from $9,109. to $9,532.
Line 145 — changed from $12,982. to $14,352.
Line 148 — changed from $59,240. to $62,517.
Line 151 — changed from $16,975. to $22,273.
Line 153 — changed from $29,536. to $31,743.
Line 155 — changed from $3,850. to $2,550.
Line 163 — changed from $247,622. to $259,770. to be raised by transfer of $2,105.15 from the Town's share of the unexpended balance of the Dog Fund; $53.73 and $1,849.07 from the Barr and Greenwood Funds; $11,226. from State Library Assistance and the balance of $244,536.05 from the current tax levy.
Line 169 — changed from $14,636. to $15,231.
Line 171 — changed from 0. to $1,080.
Line 174 — changed from $156,407. to $158,588.

The main motion under the budget (Article 10) with the various amendments thereto was then presented and it was

***VOTED: That the following sums of money be authorized for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1978 as follows:*

GENERAL GOVERNMENT ADMINISTRATION

Board of Selectmen:

1. Salaries	87,860
2. Telephone Charges	32,450
3. Expenses	95,890
(2,234.20 Art. 5, 1975 S.T.M.; 93,655.80 current tax levy)	
4. Town Meeting	6,940
5. Capital Outlay	0

Miscellaneous:

6. Insurance	166,000
7. Accident & Health & Group Life Insurance	609,000
8. Workmen's Compensation Self Insurance Fund & Premium Account	100,000
9. Property and Casualty Self Insurance	1,500
10. Uniformed Service Medical Payments	15,000
11. Memorial Day	1,000
12. Care of Soldiers' Graves	800
13. Town Report	5,000
14. Street Lighting	140,000
15. Maintenance of Stephen Palmer School	0
16. Unemployment Compensation	50,000
17. Insurance Consultant	0

Town Clerk:
18. Salaries ..... 40,049.
19. Expenses ..... 3,295.
20. Travel Out of State ..... 100.

Board of Registrars:
21. Salaries ..... 13,099.
22. Expenses ..... 15,990.
23. Tellers & Canvassers ..... 16,920.
24. Capital Outlay ..... 218.

Legal:
25. Salaries ..... 12,600.
26. Expenses ..... 2,000.
27. Special Fees ..... 20,000.

Personnel:
28. Salaries ..... 27,669.
29. Expenses ..... 4,500.

FINANCE

Assessors:
30. Salaries ..... 68,571.
31. Expenses ..... 8,750.
32. Travel Out of State ..... 0.
33. Capital Outlay ..... 0.

Director of Finance:
34. Salary ..... 24,075.
35. Audit ..... 30,000.
36. Financial Consultant ..... 4,800.

Comptroller:
37. Salaries ..... 64,025.
38. Expenses ..... 7,450.
39. Capital Outlay ..... 0.

Treasurer/Tax Collector:
40. Salaries ..... 66,635.
41. Expenses ..... 18,750.
42. Capital Outlay ..... 1,565.

Debt and Interest:
43. Maturing Bonds and Notes ..... 892,000.
(to be raised by transfer of $6,654.92 from the Ridge Hill Reservation Purchase Escrow Fund and the balance of $885,345.08 from the current tax levy)
44. Bond and Note Interest ..... 152,114.
45. Temporary Loan Interest ..... 5,000.
Fiscal Cycle Loan — Prin. Schools
Fiscal Cycle Loan — Int. Schools

Data Processing:
46. Salaries ..... 55,835.
47. Expenses ..... 37,342.

Finance Committee:
48. Salaries ..... 4,870.
49. Expenses ..... 400.
50. Reserve Fund ..... 225,000.

Contributory Retirement:
51. Contributions ..... 992,800.
52. Expenses ..... 4,990.
53. Capital Outlay ..... 0.

Non-Contributory Retirement:
54. Haddock and McLeod ..... 3,600.
55. Chapter 32 Retirements ..... 168,140.

EDUCATION

56. Salaries ..... 10,577,316.
(to be raised by transfer of $57,463.68 from P.L. 874 monies on hand; the balance of $10,519,852.32 from the current tax levy)
57. Administration ..... 28,000.
58. Instruction ..... 480,098.
(to be raised by transfer of $600.58 from the Dwight School Fund and the balance of $479,497.42 from the current tax levy)
59. Other School Services ..... 72,987.
60. Cafeteria Assistance ..... 25,000.
61. Pupil Transportation ..... 224,135.
62. Operation and Maintenance of Plant ..... 780,140.
63. Community Service ..... 45,000.
64. Fixed Assets ..... 37,437.
65. Tuitions ..... 191,837.
66. Out of State Travel ..... 8,000.
67. Adult Education ..... 2,000.
68. Summer School ..... 5,000.
69. Capital Outlay — Renovation of Physical Properties ..... 100,000.
70. Vocational Education ..... 70,000.

PUBLIC SAFETY

Police:
71. Salaries, regular ..... 979,209.
(to be raised by transfer of $173,490. from federal revenue sharing funds, $9,000. from parking meter fund, and the balance of $796,719. from the current tax levy)
72. Overtime ..... 150,700.
73. Education and Career Incentive ..... 13,500.
74. Inservice Training ..... 25,343.
75. Capital Outlay ..... 29,000.
76. Travel Out of State ..... 500.
77. Auto Maintenance ..... 43,750.
78. Building Maintenance ..... 17,885.
79. Communications ..... 24,425.
80. Operating Expenses ..... 16,875.
81. Signal System ..... 1,000.

82. Uniforms ..... 13,650.
83. Crime Check Committee ..... 500.
84. Animal Control ..... 1,200.
85. F.B.I. Academy ..... 1,000.

Fire:

86. Salaries, regular ..... 1,137,351.
(to be raised by transfer of $201,510. from federal revenue sharing funds and the balance of $935,841. from the current tax levy)
87. Overtime ..... 275,122.
88. Educational and Career Incentive ..... 18,850.
89. Inservice Training ..... 30,452.
90. Capital Outlay ..... 78,800.
91. Travel Out of State ..... 400.
92. Building Maintenance ..... 21,600.
93. Equipment and Supplies ..... 17,000.
94. Service Expenses ..... 5,700.
95. Equipment Maintenance ..... 12,350.

Fire Alarm:

96. Salaries ..... 31,615.
97. Overtime Salaries ..... 1,575.
98. Expenses ..... 13,050.
99. Equipment Maintenance ..... 2,700.

Civil Defense:

100. Salaries ..... 1,500.
101. Expenses ..... 14,635.
102. Capital Outlay ..... 1,475.

Building:

103. Salaries ..... 68,432.
104. Expenses 1,355

Sealer of Weights and Measures:

105. Salaries ..... 3,744.
106. Expenses ..... 1,150.

PUBLIC FACILITIES

Public Works:

Administration:

107. Salaries ..... 75,513.
108. Expenses ..... 4,275.
109. Travel Out of State ..... 100.

Engineering:

110. Salaries ..... 150,192.
111. Expenses ..... 5,290.

Garage and Equipment:

112. Salaries ..... 97,748.
113. Expenses ..... 75,350.

Highway:

114. Salaries ..... 332,604.

115. Salaries — Parking Meter Fund ..... 9,000.
116. Expenses ..... 146,200.
117. Highway Repairs ..... 6,000.
118. Equipment Replacement ..... 99,500.

Park Division:
119. Salaries ..... 226,004.
120. Expenses ..... 77,110.
121. Capital Outlay ..... 25,000.

Sewer:
122. Salaries ..... 282,681.
123. Expenses ..... 43,590.
124. House Connection ..... 10.000.

Snow and Emergency:
126. Overtime Salaries ..... 50,000.
127. Expenses ..... 60,000.

Water:
128. Salaries ..... 253,728.
129. Expenses ..... 156,500.
130. Main Extension and Services ..... 40,000.

HUMAN SERVICES

Hospital:
131. Salaries ..... 3,869,835.
132. Expenses ..... 1,707,283.
133. Capital Outlay ..... 195,000.
134. Travel Out of State ..... 3,000.

Public Health:
Board of Health:
135. Salaries ..... 98,648.
136. Capital Outlay ..... 0.
137. Travel Out of State ..... 300.
138. Expenses ..... 8,175.
139. Garbage Removal 69,000
140. Hospitalization ..... 500.
141. Mental Health 55,188
(\$7,000. from unexpended balance of Art. 40, 1977 A.T.M. and the balance of \$48,188. from the current tax levy)
142. Mentally Retarded 8,400

Dental Health:
143. Salaries ..... 9,532.
144. Expenses ..... 5,125.

Veterans' Services:
145. Salaries ..... 14,352.
146. Expenses and Transportation 500
147. Benefits 50,000

Youth Commission:
148. Salaries ..... 62,517.
149. Expenses ..... 8,785.
150. Capital Outlay ..... 0.

Council on Aging:
151. Salaries ..... 22,273.
152. Expenses ..... 6,670.

DEVELOPMENT

Planning Board:
153. Salaries ..... 31,743.
154. Expenses ..... 2,600.
155. Technical Assistance ..... 2,550.
156. Travel Out of State ..... 400.
157. Capital Outlay ..... 0.

Conservation:
158. Salaries ..... 200.
159. Expenses ..... 2,400.

Board of Appeals:
160. Salaries ..... 1,780.
161. Expenses ..... 1,400.

Historical Commission:
162. Expenses ..... 500.

CULTURAL AND LEISURE SERVICES

Library:
163. Salaries ..... 259,770.
(to be raised by transfer of $2,105.15 from the Town's share of the unexpended balance of the Dog Fund; $53.73 and $1,849.07 from the Barr and Greenwood Funds; $11,226. from State Library Assistance and the balance of $244,536.05 from the current tax levy)
164. Bindings ..... 1,500.
165. Books and Periodicals ..... 75,421.
166. Building Maintenance ..... 24,800.
167. Expenses and Supplies ..... 20,316.
168. Capital Outlay ..... 4,250.

Branch:
169. Salaries ..... 15,231.
170. Rent ..... 3,600.
171. Book Transportation ..... 1,080.
172. Periodicals ..... 750.
173. Utilities ..... 1,050.

Park & Recreation:
174. Salaries ..... 158,588.
175. Expenses ..... 58,319.
176. Capital Outlay ..... 0.
177. Engineering Services ..... 2,000.

Memorial Park:

178. Expenses ..... 500.
179. Capital Outlay ..... 500.

***(See reconsideration May 15, 1978 for final vote on Article 10.)*

ARTICLE 11. To see if the Town will vote to amend Article IV of the General By-Laws of the Town by adding the following new section 21:

"Section 21 — No person owning or operating a gasoline filling station shall allow the pumping of gasoline for retail sale without an attendant employed by the station present to hold the gas nozzle while gasoline is being pumped into the tank of the vehicle.";

or take any other action relative thereto.

Mr. William G. Bowers spoke in favor of the main motion.

A motion to amend was presented by Mr. Robert Todd Pratt to delete in the third line, the words "hold the gas nozzle while gasoline is being pumped" and insert in place thereof the words "be responsible for controlling pumping of the gasoline."

Mr. James Hugh Powers offered a motion "to refer the subject of this article for study by the Planning Board and report to next Town Meeting or sooner", but when put to a vote the motion failed to pass.

Mr. H. Phillip Garrity offered a motion to amend "by deleting the word 'hold' and substituting in its place the word 'operate'".

After considerable discussion, Mr. Garrity's motion was presented.

At this point Mr. Herbert Landy and Mr. Philip Mulvey were sworn in as tellers to replace Mrs. Hutchinson and Mr. Hathaway who were absent this evening.

On Mr. Garrity's motion, it was

VOTED: To delete the word "hold" and substitute in its place the word "operate".

Yes 105 — No 86

Mr. Pratt's motion was then presented, but when put to a vote failed to pass.

The main motion, as amended, was presented and it failed to pass.

MOVED: That the Town amend Article IV of the General By-Laws of the Town by adding the following new section 21:

"Section 21 — No person owning or operating a gasoline filling station shall allow the pumping of gasoline for retail sale without an attendant employed by the station present to operate the gas nozzle while gasoline is being pumped into the tank of the vehicle."

ARTICLE 12. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted or to be allotted by the Commonwealth and/or County for the construction, reconstruction, and improvement of Town roads; or take any other action relative thereto.

VOTED, unanimously, that the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds alloted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads.

At 10:50 P.M. Mr. John Antonakes moved that the meeting stand adjourned to Wednesday, May 10, 1978 at 7:30 P.M. at the Newman Junior High School and it was so voted.

ROSE O. MacKENZIE
Town Clerk

ATTEST: _____
Town Clerk

Memorial Park:
178. Expenses ..... 500.
179. Capital Outlay ..... 500.
***(See reconsideration May 15, 1978 for final vote on Article 10.)*

ARTICLE 11. To see if the Town will vote to amend Article IV of the General By-Laws of the Town by adding the following new section 21:

"Section 21 — No person owning or operating a gasoline filling station shall allow the pumping of gasoline for retail sale without an attendant employed by the station present to hold the gas nozzle while gasoline is being pumped into the tank of the vehicle.";
or take any other action relative thereto.

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After considerable discussion, Mr. Garrity's motion was presented.

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On Mr. Garrity's motion, it was

VOTED: To delete the word "hold" and substitute in its place the word "operate".

Yes 105 — No 86

Mr. Pratt's motion was then presented, but when put to a vote failed to pass.

The main motion, as amended, was presented and it failed to pass.

MOVED: That the Town amend Article IV of the General By-Laws of the Town by adding the following new section 21:

"Section 21 — No person owning or operating a gasoline filling station shall allow the pumping of gasoline for retail sale without an attendant employed by the station present to operate the gas nozzle while gasoline is being pumped into the tank of the vehicle."

ARTICLE 12. To see if the Town will vote to authorize the Board Selectmen to accept and enter into contract for the expenditure of any funds allotted or be allotted by the Commonwealth and/or County for the construction, reconstructio and improvement of Town roads; or take any other action relative thereto.

VOTED, unanimously, that the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds alloted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads.

At 10:50 P.M. Mr. John Antonakes moved that the meeting stand adjourned to Wednesday, May 10, 1978 at 7:30 P.M. at the Newman Junior High School and it was so voted.

ROSE O. MacKENZIE
Town Clerk

ATTEST: _____
Town Clerk

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 8, 1978 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, May 10, 1978 at 7:30 P.M.

Check lists were used and 266 voters were checked on the list which included 226 Town Meeting Members.

Rev. Richard L. Dodds, Associate Pastor, Congregational Church of Needham, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Robert Vondenbrink moved for reconsideration of Article 11, but when put to a vote the motion failed to carry.

ARTICLE 23. To see if the Town will appropriate a sum of money for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the Fiscal year ending June 30, 1979; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; determine how said sum is to be raised; or take any other action relative thereto.

A motion to amend was offered by Mr. Warner B. Hartford to change the appropriation figure from "$61,000" to "$53,000" and that the sum of "$33,000" to be raised from the current tax levy be changed to "25,000.".

Mrs. E. Loretta Reynolds also offered a motion to amend

MOVED: That the main motion under Article 23 be amended by adding at the end thereof after the words "tax levy" the following:

"Not withstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided, that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7 of Article II, of the General By-Laws shall prevail."

After an extended discussion, Mrs. Reynolds' motion to amend was presented and it was

VOTED: To add at the end of the main motion after the words "tax levy" the following:

"Notwithstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the

hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided, that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7, Article II, of the General By-Laws shall prevail."

Mr. Hartford's motion to amend was presented, but when put to a vote failed to pass.

MOVED: That the main motion be amended by changing the appropriation figure from "$61,000." to "$53,000." and that the sum of "$33.000." to be raised from the current tax levy to be changed to "$25,000.".

The main motion, as amended by Mrs. Reynolds' motion, was presented and it was

VOTED: That the Town appropriate the sum of $61,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the Fiscal year ending June 30, 1979; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; said sum to be raised by the transfer of $28,000. of the unexpended balance of the appropriation under Article 35 of the 1977 Annual Town Meeting and the balance of $33,000. raised from the current tax levy. Notwithstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7 of Article II, of the General By-Laws shall prevail.

ARTICLE 25. To see if the Town will vote to amend Section 4.2 Density Zones of the Needham Zoning By-Law by adding a new section immediately after the text of Section 4.2.5. to read as follows:

4.2.6 — Minimum Required Lot Width

Building lots in all zoning districts shall be required to have no less than 50% of the minimum frontage for the zone (A, B, or C) in which said lot is located as specified in Section 4.2.1. for a distance which extends from the front lot line throughout the building or structure"; or take any other action relative thereto.

Mr. Norman A. Homsy presented the main motion and also a motion to amend by adding the following paragraph:

MOVED: To add at the end of the main motion the following paragraph: "The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977."

After a discussion, the motion to amend was presented, and it was

VOTED: To add at the end of the main motion the following paragraph: "The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977."

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 8, 197 the inhabitants of the Town of Needham qualified to vote in Town affairs met in th Newman Junior High School on Wednesday, May 10, 1978 at 7:30 P.M.

Check lists were used and 266 voters were checked on the list which included 226 Town Meeting Members.

Rev. Richard L. Dodds, Associate Pastor, Congregational Church of Needham, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Robert Vondenbrink moved for reconsideration of Article 11, but when put to a vote the motion failed to carry.

ARTICLE 23. To see if the Town will appropriate a sum of money for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the Fiscal year ending June 30, 1979; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including the authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; determine how said sum is to be raised; or take any other action relative thereto.

A motion to amend was offered by Mr. Warner B. Hartford to change the appropriation figure from "$61,000" to "$53,000" and that the sum of "$33,000" to be raised from the current tax levy be changed to "25,000.".

Mrs. E. Loretta Reynolds also offered a motion to amend

MOVED: That the main motion under Article 23 be amended by adding at the end thereof after the words "tax levy" the following:

"Not withstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided, that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7 of Article II, of the General By-Laws shall prevail."

After an extended discussion, Mrs. Reynolds' motion to amend was presented and it was

VOTED: To add at the end of the main motion after the words "tax levy" the following:

"Notwithstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the

hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided, that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7, Article II, of the General By-Laws shall prevail."

Mr. Hartford's motion to amend was presented, but when put to a vote failed to pass.

MOVED: That the main motion be amended by changing the appropriation figure from "$61,000." to "$53,000." and that the sum of "$33.000." to be raised from the current tax levy to be changed to "$25,000.".

The main motion, as amended by Mrs. Reynolds' motion, was presented and it was

VOTED: That the Town appropriate the sum of $61,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for the Fiscal year ending June 30, 1979; authorize the Board of Selectmen to expend said sum in accordance with the vote of the Town under Article 16 of the 1976 Annual Town Meeting, including authority to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; said sum to be raised by the transfer of $28,000. of the unexpended balance of the appropriation under Article 35 of the 1977 Annual Town Meeting and the balance of $33,000. raised from the current tax levy. Notwithstanding the provisions of Article II, Section 7, of the General By-Laws, the Board of Selectmen is hereby authorized to extend the existing contract between the Town and Metropolitan Coach Service, Inc., dated August 4, 1976 and most recently authorized to be extended by vote of the Town under Article 35 of the 1977 Annual Town Meeting, for an additional extended period ending June 30, 1978; provided, however, that the only changes permitted hereunder, other than those allowed by the terms of such contract, shall be limited to an increase of the hourly rate to be paid for operating the buses and in such case not in excess of a fixed price of $11.90 per hour; and further provided that in the event the Board of Selectmen are unable to extend the contract as herein authorized, compliance with the terms of said Section 7 of Article II, of the General By-Laws shall prevail.

ARTICLE 25. To see if the Town will vote to amend Section 4.2 Density Zones of the Needham Zoning By-Law by adding a new section immediately after the text of Section 4.2.5. to read as follows:

4.2.6 — Minimum Required Lot Width

Building lots in all zoning districts shall be required to have no less than 50% of the minimum frontage for the zone (A, B, or C) in which said lot is located as specified in Section 4.2.1. for a distance which extends from the front lot line throughout the building or structure"; or take any other action relative thereto.

Mr. Norman A. Homsy presented the main motion and also a motion to amend by adding the following paragraph:

MOVED: To add at the end of the main motion the following paragraph: "The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977."

After a discussion, the motion to amend was presented, and it was

VOTED: To add at the end of the main motion the following paragraph: "The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977."

The main motion, as amended, was presented and it was

VOTED: That the Town amend Section 4.2 Density Zones of the Needham Zoning By-Law by adding a new section immediately after the text of the Section 4.2.5. to read as follows:

4.2.6. Minimum Required Lot Width

Building lots in all zoning districts shall be required to have no less than 50% of the minimum frontage for the zone (A, B, or C) in which said lot is located as specified in Section 4.2.1. for a distance which extends from the front lot line throughout the building or structure.

The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977.

A two-thirds vote being required, it was

Yes 189 — No 13

ARTICLE 26. To see if the Town will vote to amend Section 4.3 Dimensional Regulations for Single Residence, General Residence, and Institutional Districts by adding a new section immediately after the text of Section 4.3.3. to read as follows:

4.3.4. Driveway Openings

In that portion of a lot contained within the required front setback, no paving shall be allowed except for walkways and except that there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveway openings shall not exceed 18 feet in width and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.4 Dimensional Regulations for Apartment Districts by amending Section 4.4.2. Driveway Openings by adding after the first sentence of Section 4.4.2. the following:

Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5 Dimensional Regulations for Business Districts by amending Section 4.5.4. Driveway Openings by adding after the fourth and last sentence of that section, the following:

Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

or take any other action relative thereto.

Mr. George N. Giunta, Planning Board member, spoke on the main motion offered by Mr. Norman A. Homsy, Chairman of the Planning Board.

A motion to amend was offered by Mr. John L. Preston to strike in the last sentence of the first paragraph 4.3.4. Driveway Openings, the words "and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way." When put to a vote this motion failed to carry.

The main motion was presented, but lacking a two-thirds vote failed to pass.

MOVED: That the Town amend Section 4.3 Dimensional Regulations for Single Residence, General Residence, and Institutional Districts by adding a new section immediately after the text of Section 4.3.3. to read as follows:

4.3.4. Driveway Openings

In that portion of a lot contained within the required front setback, no paving shall be allowed except for walkways and except that there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveway openings shall not exceed 18 feet in width and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5. Dimensional Regulations for Apartment Districts by amending Section 4.4.2. Driveway Openings by adding after the first sentence of Section 4.4.2. the following:

Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5. Dimensional Regulations for Business Districts by amending Section 4.5.4. Driveway Openings by adding after the fourth and last sentence of that section, the following:

Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Yes 115 — No 69

ARTICLE 28. To see if the Town will vote to amend the Town of Needham Zoning By-Law by substituting the following new sections — Section 3.3.2. and Section 3.3.3. — and by adding a numerical designation as Section 3.3.4. to read as follows:

3.3.2. In a Flood Plain District no building or structure shall be erected, altered or used; no land, building or structure shall be used for sustained human occupancy; and no premises shall be used except for one or more of the following purposes:

(a) any use permitted in the portion of other Districts overlaid by the Flood Plain District subject to all the provisions in this By-Law;

(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, horticulture, or outdoor recreation (except for tennis courts, swimming pools, and outdoor recreational uses requiring similar preparation), and

(c) dwellings for sustained human occupancy lawfully existing which shall not hereafter be enlarged or extended.

3.3.3. The Board of Appeals may grant a special permit for:

(a) any building permitted in section 3.3.2. proposed to have in it any heating, plumbing, electric wiring, gas piping or electric or gas appliances;

(b) any driveway;

(c) any building (whether or not heated, wired or provided with plumbing) entailing temporary, seasonal or recurring, but not sustained, human occupancy, such as, but not limited to, a bathing cabana, a boat house, a skating shelter, an observatory, a pumping station or a watchman's station;

The main motion, as amended, was presented and it was

VOTED: That the Town amend Section 4.2 Density Zones of the Needham Zoning By-Law by adding a new section immediately after the text of the Section 4.2.5. to read as follows:

4.2.6. Minimum Required Lot Width

Building lots in all zoning districts shall be required to have no less than 50% of the minimum frontage for the zone (A, B, or C) in which said lot is located as specified in Section 4.2.1. for a distance which extends from the front lot line throughout the building or structure.

The minimum lot width requirement as specified in this section shall not apply to otherwise legal building lots recorded in the Registry of Deeds prior to December 22, 1977.

A two-thirds vote being required, it was

Yes 189 — No 13

ARTICLE 26. To see if the Town will vote to amend Section 4.3 Dimensional Regulations for Single Residence, General Residence, and Institutional Districts by adding a new section immediately after the text of Section 4.3.3. to read as follows:

4.3.4. Driveway Openings

In that portion of a lot contained within the required front setback, no paving shall be allowed except for walkways and except that there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveway openings shall not exceed 18 feet in width and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.4 Dimensional Regulations for Apartment Districts by amending Section 4.4.2. Driveway Openings by adding after the first sentence of Section 4.4.2. the following:

Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5 Dimensional Regulations for Business Districts by amending Sectio 4.5.4. Driveway Openings by adding after the fourth and last sentence of that section, th following:

Driveways shall contain an approach apron of not greater than ±2% grade for distance of 20 feet as measured perpendicular to the layout line of the right of way.

or take any other action relative thereto.

Mr. George N. Giunta, Planning Board member, spoke on the main motion offered by Mr. Norman A. Homsy, Chairman of the Planning Board.

A motion to amend was offered by Mr. John L. Preston to strike in the last sentence of the first paragraph 4.3.4. Driveway Openings, the words "and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way." When put to a vote this motion failed to carry.

The main motion was presented, but lacking a two-thirds vote failed to pass.

MOVED: That the Town amend Section 4.3 Dimensional Regulations for Single Residence, General Residence, and Institutional Districts by adding a new section immediately after the text of Section 4.3.3. to read as follows:

4.3.4. Driveway Openings

In that portion of a lot contained within the required front setback, no paving shall be allowed except for walkways and except that there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveway openings shall not exceed 18 feet in width and must contain an approach apron of no greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5. Dimensional Regulations for Apartment Districts by amending Section 4.4.2. Driveway Openings by adding after the first sentence of Section 4.4.2. the following:

Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Amend Section 4.5. Dimensional Regulations for Business Districts by amending Section 4.5.4. Driveway Openings by adding after the fourth and last sentence of that section, the following:

Driveways shall contain an approach apron of not greater than ±2% grade for a distance of 20 feet as measured perpendicular to the layout line of the right of way.

Yes 115 — No 69

ARTICLE 28. To see if the Town will vote to amend the Town of Needham Zoning By-Law by substituting the following new sections — Section 3.3.2. and Section 3.3.3. — and by adding a numerical designation as Section 3.3.4. to read as follows:

3.3.2. In a Flood Plain District no building or structure shall be erected, altered or used; no land, building or structure shall be used for sustained human occupancy; and no premises shall be used except for one or more of the following purposes:

(a) any use permitted in the portion of other Districts overlaid by the Flood Plain District subject to all the provisions in this By-Law;

(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, horticulture, or outdoor recreation (except for tennis courts, swimming pools, and outdoor recreational uses requiring similar preparation), and

(c) dwellings for sustained human occupancy lawfully existing which shall not hereafter be enlarged or extended.

3.3.3. The Board of Appeals may grant a special permit for:

(a) any building permitted in section 3.3.2. proposed to have in it any heating, plumbing, electric wiring, gas piping or electric or gas appliances;

(b) any driveway;

(c) any building (whether or not heated, wired or provided with plumbing) entailing temporary, seasonal or recurring, but not sustained, human occupancy, such as, but not limited to, a bathing cabana, a boat house, a skating shelter, an observatory, a pumping station or a watchman's station;

(d) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping and building foundations; and

(e) accessory buildings and structures to uses in Section 3.3.2.

3.3.4. In granting a special permit, the Board of Appeals shall consider among other factors the following:

or take any other action relative thereto.

VOTED: That the town amend the Town of Needham Zoning By-Law by substituting the following new sections — Section 3.3.2. and Section 3.3.3. — and by adding a numerical designation as Section 3.3.4. to read as follows:

3.3.2. In a Flood Plain District no building or structure shall be erected, altered or used; no land, building or structure shall be used for sustained human occupancy; and no premises shall be used except for one or more of the following purposes:

(a) any use permitted in the portion of other Districts overlaid by the Flood Plain District subject to all the provisions of this By-law;

(b) open space uses of land or water such as woodland, grassland, wetland, agriculture, horticulture, or outdoor recreation (except for tennis courts, swimming pools, and outdoor recreational uses requiring similar preparation), and

(c) dwellings for sustained human occupancy lawfully existing which shall not hereafter be enlarged or extended.

3.3.3. The Board of Appeals may grant a special permit for:

(a) any building permitted in section 3.3.2. proposed to have in it any heating, plumbing, electric wiring, gas piping or electric or gas appliances;

(b) any driveway;

(c) any building (whether or not heated, wired or provided with plumbing) entailing temporary, seasonal or recurring, but not sustained, human occupancy, such as, but not limited to, a bathing cabana, a boat house, a skating shelter, an observatory, a pumping station or a watchman's station;

(d) dumping, filling, earth transfer or relocation operations only in connection with utility trenches, landscaping and building foundations; and

(e) accessory buildings and structures to uses in Section 3.3.2.

3.3.4. In granting a special permit, the Board of Appeals shall consider among other factors, the following:

A two-thirds vote being required, it was

Yes 172 — No 6

ARTICLE 29. To see if the town will vote to amend the Town of Needham Zoning By-law by adding a new Section 3.3.3. immediately after Section 3.3.2. and by redesignating the present Section 3.3.3. as Section 3.3.4. and, if required, renumbering any subsequent sections consecutively so that the new Section 3.3.3. will read as follows:

3.3.3. In a Flood Plain District all new construction and substantial improvements (the cost of which equals or exceeds 50 percent of the market value of the structure) of residential and non-residential structures shall have the lowest floor, including basement or cellar, elevated to or above the flood plain elevation defined on the Town of Needham Zoning Map (the 100 year flood elevation) or in the case of non-residential structures be floodproofed watertight to the applicable flood elevation.

In the case of non-residential structures where watertight floodproofing is permitted, a registered professional engineer or architect shal certify to the Building Inspector that the methods used are adequate to withstand the flood depths, pressures and velocities, impact and uplift forces and other factors associated with the 100 year flood.

In a flood plain district no new construction, substantial improvement or other land development shall be permitted unless it is demonstrated by the applicant that the cumulative effect of the proposed development, when combined with all other existing and anticipated development, will not increase the water surface elevation of the 100 year flood more than one foot at any point within the Town.

The requirements of this section shall be applicable to any use whether permitted as a matter of right, by special permit, or by variance.;

or take any other action relative thereto.

VOTED, unanimously, that the Town amend the Town of Needham Zoning By-law by adding a new Section 3.3.3. immmediately after Section 3.3.2. and by redesignating the present Section 3.3.3. as Section 3.3.4. and, if required, renumbering any subsequent sections consecutively so that the new Section 3.3.3. will read as follows:

3.3.3. In a Flood Plain District all new construction and substantial improvements (the cost of which equals or exceeds 50 percent of the market value of the structure) of residential and non-residential structures shall have the lowest floor, including basement or cellar, elevated to or above the flood plain elevation defined on the Town of Needham Zoning Map (the 100 year flood elevation) or in the case of non-residential structures be floodproofed watertight to the applicable flood elevation.

In the case of non-residential structures where watertight floodproofing is permitted, a registered professional engineer or architect shall certify to the Building Inspector that the methods used are adequate to withstand the flood depths, pressures and velocities, impact and uplift forces and other factors associated with the 100 year flood.

In a flood plain district no new construction, substantial improvement or other land development shall be permitted unless it is demonstrated by the applicant that the cumulative effect of the proposed development, when combined with all other existing and anticipated development, will not increase the water surface elevation of the 100 year flood more than one foot at any point within the Town.

The requirements of this section shall be applicable to any use whether permitted as a matter of right, by special permit, or by variance.

ARTICLE 30. To see if the Town will vote to amend the Needham Zoning By-law by incorporating the relevant mandatory revisions contained in Chapter 808 of the Acts of 1975 therein as follows:

1. Amend Section 1.2 Basic Requirements by replacing the last sentence of that section with the following new sentence:

"In accordance with General Laws, Chapter 40A. and notwithstanding any provisions to the contrary, this by-law shall not prohibit, regulate or restrict the use of land or structures for religious purposes or for educational purposes on land owned or leased by the Commonwealth, or any of its agencies, subdivisions or bodies politic or by a religious sect or denomination or by a non-profit educational corporation; provided, however, that such land or structures may be subject to reasonable regulations concerning the bulk and height of structures and

(d) dumping, filling, earth transfer or relocation operations only in connection wit utility trenches, landscaping and building foundations; and

(e) accessory buildings and structures to uses in Section 3.3.2.

3.3.4. In granting a special permit, the Board of Appeals shall consider amon other factors the following:

or take any other action relative thereto.

VOTED: That the town amend the Town of Needham Zoning By-Law b substituting the following new sections — Section 3.3.2. and Section 3.3.3. — and b adding a numerical designation as Section 3.3.4. to read as follows:

3.3.2. In a Flood Plain District no building or structure shall be erected, altered o used; no land, building or structure shall be used for sustained human occupancy and no premises shall be used except for one or more of the following purposes

(a) any use permitted in the portion of other Districts overlaid by the Flood Plai District subject to all the provisions of this By-law;

(b) open space uses of land or water such as woodland, grassland, wetland agriculture, horticulture, or outdoor recreation (except for tennis courts swimming pools, and outdoor recreational uses requiring similar preparation), an

(c) dwellings for sustained human occupancy lawfully existing which shall no hereafter be enlarged or extended.

3.3.3. The Board of Appeals may grant a special permit for:

(a) any building permitted in section 3.3.2. proposed to have in it any heatin plumbing, electric wiring, gas piping or electric or gas appliances;

(b) any driveway;

(c) any building (whether or not heated, wired or provided with plumbing) entailin temporary, seasonal or recurring, but not sustained, human occupancy, such a but not limited to, a bathing cabana, a boat house, a skating shelter, a observatory, a pumping station or a watchman's station;

(d) dumping, filling, earth transfer or relocation operations only in connection wit utility trenches, landscaping and building foundations; and

(e) accessory buildings and structures to uses in Section 3.3.2.

3.3.4. In granting a special permit, the Board of Appeals shall consider amon other factors, the following:

A two-thirds vote being required, it was

Yes 172 — No 6

ARTICLE 29. To see if the town will vote to amend the Town of Needham Zonin By-law by adding a new Section 3.3.3. immediately after Section 3.3.2. and b redesignating the present Section 3.3.3. as Section 3.3.4. and, if required, renumberin any subsequent sections consecutively so that the new Section 3.3.3. will read as follow

3.3.3. In a Flood Plain District all new construction and substantial improvemen (the cost of which equals or exceeds 50 percent of the market value of the structur of residential and non-residential structures shall have the lowest floor, includin basement or cellar, elevated to or above the flood plain elevation defined on th Town of Needham Zoning Map (the 100 year flood elevation) or in the case of non residential structures be floodproofed watertight to the applicable flood elevatio

In the case of non-residential structures where watertight floodproofing is permitted, a registered professional engineer or architect shal certify to the Building Inspector that the methods used are adequate to withstand the flood depths, pressures and velocities, impact and uplift forces and other factors associated with the 100 year flood.

In a flood plain district no new construction, substantial improvement or other land development shall be permitted unless it is demonstrated by the applicant that the cumulative effect of the proposed development, when combined with all other existing and anticipated development, will not increase the water surface elevation of the 100 year flood more than one foot at any point within the Town.

The requirements of this section shall be applicable to any use whether permitted as a matter of right, by special permit, or by variance.;

or take any other action relative thereto.

VOTED, unanimously, that the Town amend the Town of Needham Zoning By-law by adding a new Section 3.3.3. immmediately after Section 3.3.2. and by redesignating the present Section 3.3.3. as Section 3.3.4. and, if required, renumbering any subsequent sections consecutively so that the new Section 3.3.3. will read as follows:

3.3.3. In a Flood Plain District all new construction and substantial improvements (the cost of which equals or exceeds 50 percent of the market value of the structure) of residential and non-residential structures shall have the lowest floor, including basement or cellar, elevated to or above the flood plain elevation defined on the Town of Needham Zoning Map (the 100 year flood elevation) or in the case of non-residential structures be floodproofed watertight to the applicable flood elevation.

In the case of non-residential structures where watertight floodproofing is permitted, a registered professional engineer or architect shall certify to the Building Inspector that the methods used are adequate to withstand the flood depths, pressures and velocities, impact and uplift forces and other factors associated with the 100 year flood.

In a flood plain district no new construction, substantial improvement or other land development shall be permitted unless it is demonstrated by the applicant that the cumulative effect of the proposed development, when combined with all other existing and anticipated development, will not increase the water surface elevation of the 100 year flood more than one foot at any point within the Town.

The requirements of this section shall be applicable to any use whether permitted as a matter of right, by special permit, or by variance.

ARTICLE 30. To see if the Town will vote to amend the Needham Zoning By-law by incorporating the relevant mandatory revisions contained in Chapter 808 of the Acts of 1975 therein as follows:

1. Amend Section 1.2 Basic Requirements by replacing the last sentence of that section with the following new sentence:

"In accordance with General Laws, Chapter 40A, and notwithstanding any provisions to the contrary, this by-law shall not prohibit, regulate or restrict the use of land or structures for religious purposes or for educational purposes on land owned or leased by the Commonwealth, or any of its agencies, subdivisions or bodies politic or by a religious sect or denomination or by a non-profit educational corporation; provided, however, that such land or structures may be subject to reasonable regulations concerning the bulk and height of structures and

determining yard sizes, lot area, setbacks, open space, parking and building coverage requirements."

2. Amend Section 1.4.5. (b) of Section 1.4. Non Conformance by replacing "twelve (12) months" with "twenty-four (24) months".

3. Amend Section 1.4.6. Alteration by adding the following text at the end of that section:

"and provided further that the Board of Appeals determines by the grant of a special permit that such alteration is not substantially more detrimental to the neighborhood than the existing non-conforming use except where alteration to a non-conforming single or two family dwelling does not increase the non-conforming nature of the dwelling."

4. Amend Section 5.1. Accessory Uses by adding a new subsection as follows:

"5.1.3. Uses, whether or not on the same parcel as activities permitted as a matter of right, accessory to activities permitted as a matter of right which activities are necessary in connection with the scientific research or scientific development or related production, may be permitted upon issuance of a special permit provided the Board of Appeals finds that the proposed accessory use does not substantially derogate from the public good."

5. Amend Section 6.2. Building or Use Permit by adding a new subsection 6.2.3. as follows:

"6.2.3. Construction or operations under a building or special permit shall conform to any subsequent amendment of this By-law unless the use or construction authorized by this permit is commenced within a period of six (6) months after the issuance of the permit and in cases involving construction, unless such construction is continued through to completion as continuously and expeditiously as is reasonable."

6. Amend Section 6.5 Board of Appeals by deleting subsections 6.5.1., 6.5.2. in their entireties and substituting the following new subsections:

"6.5.1. Appeals — To hear and decide an appeal taken by any person aggrieved by reason of his (her) inability to obtain a permit or enforcement action from the Building Inspector under the provisions of General Laws, Chapter 40A and or this By-law, by the Metropolitan Area Planning Council or any person including an officer or board of the Town of Needham or any abutting city or town aggrieved by an order or decision of the Building Inspector in violation of any provision of the General Laws, Chapter 40A or this By-law.

"6.5.2. Special Permits — To hear and decide an application for a special permit, as provided in this By-law, only for uses in specified districts which are in harmony with the general purposes and intent of this By-law and which shall be subject to any general or specific rules prescribed herein and appropriate conditions, safeguards and limitations on time and use. A special permit shall lapse within a specified period of time, not more than two years, and including any time required to pursue or await the determination of an appeal pursuant to General Laws, Chapter 40A, Section 17, and if a substantial use thereof has not sooner commenced except for good cause or in the case of a permit for construction if construction has not begun within the period except for good cause."

7. Amend Section 6.5. Board of Appeals by adding the following text immediately subsequent to the last sentence of subsection 6.5.3.

In the case of every appeal made to the Board of Appeals, every petition for variance, and every application for a special permit to said Board under the provisions of this By-law, the Board shall hold a public hearing thereon. Notice of the hearing shall be given by publication in a newspaper of general circulation in the Town once in each of two successive weeks, the first publication to be not less than fourteen days before the day of the hearing and by posting said notice in the Town Hall for a period of not less than fourteen days before the day of the hearing. Notice shall be sent by mail, postage prepaid, to parties in interest including the petitioner, abutters, owners of land directly opposite on any public or private street or way, owners of land within three hundred feet of the property line including owners of land in another municipality, all as they appear on the most recent applicable tax lists, the planning board and the planning board of every abutting municipality. The assessors shall certify to the Board the names and addresses of the parties in interest.

In the case of an appeal from a decision of the Building Inspector and of a variance, a petition shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the receipt of the petition from the Town Clerk and shall render a decision within seventy-five days from the date of filing. Failure by the Board to take final action upon a petition within the seventy-five day period shall be deemed to be a grant of the appeal of the variance applied for."

In the case of a special permit, an application shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the filing date and shall render a decision within ninety days from the date of the public hearing. Failure to take final action upon an application within the said ninety day period shall be deemed to be a grant of the permit applied for."

8. Amend Section 6.7. Repetitive Petitions by deleting subsection 6.7.2. in its entirety and substituting the following:

6.7.2. No appeal, application or petition which has been unfavorably and finally acted upon by the Board of Appeals shall be acted favorably upon within two years after the date of final unfavorable action unless (1) all but one of the members of the Planning Board consent to a re-petition after notice is given to parties in interest of the time and place of the proceedings to consider consent and (2) the Board of Appeals finds specific and material changes in the conditions upon which the previous unfavorable action was based, describes such changes in its records and similarly consents."

9. Amend Section 6.8 Penalties so that the revised section will read as follows:

"Any person, firm, or corporation violating any section or provision of this By-law shall be subject to a fine not exceeding fifty dollars ($50.00) for the first offense and one hundred dollars ($100.00) for each subsequent offense. Each day, or part thereof, that any violation continues shall constitute a separate offense."

10. Amend Section 6.9 Amendment so that the revised section will read as follows:

"This By-law may be amended from time to time at an annual or special town meeting. An amendment may be initiated by the submission to the Board of Selectmen of a proposed change by the Board of Selectmen, the Board of Appeals, an individual owning land in the Town to be affected by the amendment, registered voters of the Town pursuant to General Laws, Chapter 39, Section 10, the Planning Board and the Metropolitan Area Planning Council. Within fourteen (14) days of

determining yard sizes, lot area, setbacks, open space, parking and building coverage requirements."

2. Amend Section 1.4.5. (b) of Section 1.4. Non Conformance by replacing "twelve (12) months" with "twenty-four (24) months".

3. Amend Section 1.4.6. Alteration by adding the following text at the end of that section:

"and provided further that the Board of Appeals determines by the grant of a special permit that such alteration is not substantially more detrimental to the neighborhood than the existing non-conforming use except where alteration to a non-conforming single or two family dwelling does not increase the non-conforming nature of the dwelling."

4. Amend Section 5.1. Accessory Uses by adding a new subsection as follows:

"5.1.3. Uses, whether or not on the same parcel as activities permitted as a matter of right, accessory to activities permitted as a matter of right which activities are necessary in connection with the scientific research or scientific development or related production, may be permitted upon issuance of a special permit provided the Board of Appeals finds that the proposed accessory use does not substantially derogate from the public good."

5. Amend Section 6.2. Building or Use Permit by adding a new subsection 6.2.3. as follows:

"6.2.3. Construction or operations under a building or special permit shall conform to any subsequent amendment of this By-law unless the use or construction authorized by this permit is commenced within a period of six (6) months after the issuance of the permit and in cases involving construction, unless such construction is continued through to completion as continuously and expeditiously as is reasonable."

6. Amend Section 6.5 Board of Appeals by deleting subsections 6.5.1., 6.5.2. in their entireties and substituting the following new subsections:

"6.5.1. Appeals — To hear and decide an appeal taken by any person aggrieved by reason of his (her) inability to obtain a permit or enforcement action from the Building Inspector under the provisions of General Laws, Chapter 40A and or this By-law, by the Metropolitan Area Planning Council or any person including an officer or board of the Town of Needham or any abutting city or town aggrieved by an order or decision of the Building Inspector in violation of any provision of the General Laws, Chapter 40A or this By-law.

"6.5.2. Special Permits — To hear and decide an application for a special permit, as provided in this By-law, only for uses in specified districts which are in harmony with the general purposes and intent of this By-law and which shall be subject to any general or specific rules prescribed herein and appropriate conditions, safeguards and limitations on time and use. A special permit shall lapse within a specified period of time, not more than two years, and including any time required to pursue or await the determination of an appeal pursuant to General Laws, Chapter 40A, Section 17, and if a substantial use thereof has not sooner commenced except for good cause or in the case of a permit for construction if construction has not begun within the period except for good cause."

7. Amend Section 6.5. Board of Appeals by adding the following text immediately subsequent to the last sentence of subsection 6.5.3.

In the case of every appeal made to the Board of Appeals, every petition for variance, and every application for a special permit to said Board under the provisions of this By-law, the Board shall hold a public hearing thereon. Notice of the hearing shall be given by publication in a newspaper of general circulation in the Town once in each of two successive weeks, the first publication to be not less than fourteen days before the day of the hearing and by posting said notice in the Town Hall for a period of not less than fourteen days before the day of the hearing. Notice shall be sent by mail, postage prepaid, to parties in interest including the petitioner, abutters, owners of land directly opposite on any public or private street or way, owners of land within three hundred feet of the property line including owners of land in another municipality, all as they appear on the most recent applicable tax lists, the planning board and the planning board of every abutting municipality. The assessors shall certify to the Board the names and addresses of the parties in interest.

In the case of an appeal from a decision of the Building Inspector and of a variance, a petition shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the receipt of the petition from the Town Clerk and shall render a decision within seventy-five days from the date of filing. Failure by the Board to take final action upon a petition within the seventy-five day period shall be deemed to be a grant of the appeal of the variance applied for."

In the case of a special permit, an application shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the filing date and shall render a decision within ninety days from the date of the public hearing. Failure to take final action upon an application within the said ninety day period shall be deemed to be a grant of the permit applied for."

8. Amend Section 6.7. Repetitive Petitions by deleting subsection 6.7.2. in its entirety and substituting the following:

6.7.2. No appeal, application or petition which has been unfavorably and finally acted upon by the Board of Appeals shall be acted favorably upon within two years after the date of final unfavorable action unless (1) all but one of the members of the Planning Board consent to a re-petition after notice is given to parties in interest of the time and place of the proceedings to consider consent and (2) the Board of Appeals finds specific and material changes in the conditions upon which the previous unfavorable action was based, describes such changes in its records and similarly consents."

9. Amend Section 6.8 Penalties so that the revised section will read as follows:

"Any person, firm, or corporation violating any section or provision of this By-law shall be subject to a fine not exceeding fifty dollars ($50.00) for the first offense and one hundred dollars ($100.00) for each subsequent offense. Each day, or part thereof, that any violation continues shall constitute a separate offense."

10. Amend Section 6.9 Amendment so that the revised section will read as follows:

"This By-law may be amended from time to time at an annual or special town meeting. An amendment may be initiated by the submission to the Board of Selectmen of a proposed change by the Board of Selectmen, the Board of Appeals, an individual owning land in the Town to be affected by the amendment, registered voters of the Town pursuant to General Laws, Chapter 39, Section 10, the Planning Board and the Metropolitan Area Planning Council. Within fourteen (14) days of

the receipt of the proposed change, the Board of Selectmen shall submit it to the Planning Board. A public hearing shall be held within sixty-five (65) days after the proposed change is submitted to the Board."

11. Amend Section 6.11. Effective Date so that the revised section will read as follows:

"The effective date of an amendment to this By-law shall be the date on which such amendment was adopted by a favorable two-thirds vote of Town Meeting, subject to its approval by the Attorney General and its publication in a town bulletin or pamphlet and posting or publication in a newspaper pursuant to General Laws, Chapter 40, Section 32."

Because of the mandatory nature of the amendments proposed herein it is hereby intended to eliminate the potential conflict between the Needham Zoning By-law and the mandatory provisions of said Chapter 808; the results herein shall not be construed as an acceptance of said Chapter 808 but it is intended to give effect to such mandatory provisions as if the within amendments or changes in the Zoning By-law had not been effectuated as herein authorized;

or take any other action relative thereto.

VOTED: That the Town amend the Needham Zoning By-law by incorporating the relevant mandatory revisions contained in Chapter 808 of the Acts of 1975 therein as follows:

1. Amend Section 1.2 Basic Requirements by replacing the last sentence of that section with the following new sentence:

"In accordance with General Laws, Chapter 40A, and notwithstanding any provisions to the contrary, this by-law shall not prohibit, regulate or restrict the use of land or structures for religious purposes or for educational purposes on land owned or leased by the Commonwealth, or any of its agencies, subdivisions or bodies politic or by a religious sect or denomination or by a non-profit educational corporation; provided, however, that such land or structures may be subject to reasonable regulations concerning the bulk and height of structures and determining yard sizes, lot area, setbacks, open space, parking and building coverage requirements."

2. Amend Section 1.4.5. (b) of Section 1.4. Non Conformance by replacing "twelve (12) months" with "twenty-four (24) months".

3. Amend Section 1.4.6. Alteration by adding the following text at the end of that section:

"and provided further that the Board of Appeals determines by the grant of a special permit that such alteration is not substantially more detrimental to the neighborhood than the existing non-conforming use except where alteration to a non-conforming single or two family dwelling does not increase the nonconforming nature of the dwelling."

4. Amend Section 5.1. Accessory Uses by adding a new subsection as follows:

"5.1.3. Uses, whether or not on the same parcel as activities permitted as a matter of right, accessory to activities permitted as a matter of right which activities are necessary in connection with the scientific research or scientific development or related production, may be permitted upon issuance of a special permit provided the Board of Appeals finds that the proposed accessory use does not substantially derogate from the public good."

5. Amend Section 6.2. Building or Use Permit by adding a new subsection 6.2.3. as follows:

"6.2.3. Construction or operations under a building or special permit shall conform to any subsequent amendment of this By-law unless the use or construction authorized by this permit is commenced within a period of six (6) months after the issuance of the permit and in cases involving construction, unless such construction is continued through to completion as continuously and expeditiously as is reasonable."

. Amend Section 6.5 Board of Appeals by deleting subsections 6.5.1., 6.5.2. in their ntireties and substituting the following new subsections:

"6.5.1. Appeals — To hear and decide an appeal taken by any person aggrieved by reason of his (her) inability to obtain a permit or enforcement action from the Building Inspector under the provisions of General Laws, Chapter 40A and or this By-law, by the Metropolitan Area Planning Council or any person including an officer or board of the Town of Needham or any abutting city or town aggrieved by an order or decision of the Building Inspector in violation of any provision of the General Laws, Chapter 40A or this By-law.

"6.5.2. Special Permits — To hear and decide an application for a special permit, as provided in this By-law, only for uses in specified districts which are in harmony with the general purposes and intent of this By-law and which shall be subject to any general or specific rules prescribed herein and appropriate conditions, safeguards and limitations on time and use. A special permit shall lapse within a specified period of time, not more than two years, and including any time required to pursue or await the determination of an appeal pursuant to General Laws, Chapter 40A, Section 17, and if a substantial use thereof has not sooner commenced except for good cause or in the case of a permit for construction if construction has not begun within the period except for good cause."

7. Amend Section 6.5 Board of Appeals by adding the following text immediately subsequent to the last sentence of subsection 6.5.3.

In the case of every appeal made to the Board of Appeals, every petition for variance, and every application for a special permit to said Board under the provisions of this By-law, the Board shall hold a public hearing thereon. Notice of the hearing shall be given by publication in a newspaper of general circulation in the Town once in each of two successive weeks, the first publication not to be less than fourteen days before the day of the hearing and by posting said notice in the Town Hall for a period of not less than fourteen days before the day of the hearing. Notice shall be sent by mail, postage prepaid, to parties in interest including the petitioner, abutters, owners of land directly opposite on any public or private street or way, owners of land within three hundred feet of the property line including owners of land in another municipality, all as they appear on the most recent applicable tax lists, the planning board and the planning board of every abutting municipality. The assessors shall certify to the Board the names and addresses of the parties in interest.

In the case of an appeal from a decision of the Building Inspector and of a variance, a petition shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the receipt of the petition from the Town Clerk and shall render a decision within seventy-five days from the date of filing. Failure by the Board to take final action upon a petition within the said seventy-five day period shall be deemed to be a grant of the appeal of the variance applied for."

the receipt of the proposed change, the Board of Selectmen shall submit it to t Planning Board. A public hearing shall be held within sixty-five (65) days after t proposed change is submitted to the Board."

11. Amend Section 6.11. Effective Date so that the revised section will read as follow

"The effective date of an amendment to this By-law shall be the date on which su amendment was adopted by a favorable two-thirds vote of Town Meeting, subje to its approval by the Attorney General and its publication in a town bulletin pamphlet and posting or publication in a newspaper pursuant to General Law Chapter 40, Section 32."

Because of the mandatory nature of the amendments proposed herein it is here intended to eliminate the potential conflict between the Needham Zoning By-la and the mandatory provisions of said Chapter 808; the results herein shall not construed as an acceptance of said Chapter 808 but it is intended to give effect such mandatory provisions as if the within amendments or changes in the Zoni By-law had not been effectuated as herein authorized;

or take any other action relative thereto.

VOTED: That the Town amend the Needham Zoning By-law by incorporating t relevant mandatory revisions contained in Chapter 808 of the Acts of 1975 therein follows:

1. Amend Section 1.2 Basic Requirements by replacing the last sentence of that secti with the following new sentence:

"In accordance with General Laws, Chapter 40A, and notwithstanding a provisions to the contrary, this by-law shall not prohibit, regulate or restrict the u of land or structures for religious purposes or for educational purposes on la owned or leased by the Commonwealth, or any of its agencies, subdivisions bodies politic or by a religious sect or denomination or by a non-profit educatio corporation; provided, however, that such land or structures may be subject reasonable regulations concerning the bulk and height of structures a determining yard sizes, lot area, setbacks, open space, parking and buildi coverage requirements."

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"5.1.3. Uses, whether or not on the same parcel as activities permitted as a matter right, accessory to activities permitted as a matter of right which activities a necessary in connection with the scientific research or scientific development related production, may be permitted upon issuance of a special permit provid the Board of Appeals finds that the proposed accessory use does not substantial derogate from the public good."

5. Amend Section 6.2. Building or Use Permit by adding a new subsection 6.2.3. follows:

"6.2.3. Construction or operations under a building or special permit shall conform to any subsequent amendment of this By-law unless the use or construction authorized by this permit is commenced within a period of six (6) months after the issuance of the permit and in cases involving construction, unless such construction is continued through to completion as continuously and expeditiously as is reasonable."

6. Amend Section 6.5 Board of Appeals by deleting subsections 6.5.1., 6.5.2. in their entireties and substituting the following new subsections:

"6.5.1. Appeals — To hear and decide an appeal taken by any person aggrieved by reason of his (her) inability to obtain a permit or enforcement action from the Building Inspector under the provisions of General Laws, Chapter 40A and or this By-law, by the Metropolitan Area Planning Council or any person including an officer or board of the Town of Needham or any abutting city or town aggrieved by an order or decision of the Building Inspector in violation of any provision of the General Laws, Chapter 40A or this By-law.

"6.5.2. Special Permits — To hear and decide an application for a special permit, as provided in this By-law, only for uses in specified districts which are in harmony with the general purposes and intent of this By-law and which shall be subject to any general or specific rules prescribed herein and appropriate conditions, safeguards and limitations on time and use. A special permit shall lapse within a specified period of time, not more than two years, and including any time required to pursue or await the determination of an appeal pursuant to General Laws, Chapter 40A, Section 17, and if a substantial use thereof has not sooner commenced except for good cause or in the case of a permit for construction if construction has not begun within the period except for good cause."

7. Amend Section 6.5 Board of Appeals by adding the following text immediately subsequent to the last sentence of subsection 6.5.3.

In the case of every appeal made to the Board of Appeals, every petition for variance, and every application for a special permit to said Board under the provisions of this By-law, the Board shall hold a public hearing thereon. Notice of the hearing shall be given by publication in a newspaper of general circulation in the Town once in each of two successive weeks, the first publication not to be less than fourteen days before the day of the hearing and by posting said notice in the Town Hall for a period of not less than fourteen days before the day of the hearing. Notice shall be sent by mail, postage prepaid, to parties in interest including the petitioner, abutters, owners of land directly opposite on any public or private street or way, owners of land within three hundred feet of the property line including owners of land in another municipality, all as they appear on the most recent applicable tax lists, the planning board and the planning board of every abutting municipality. The assessors shall certify to the Board the names and addresses of the parties in interest.

In the case of an appeal from a decision of the Building Inspector and of a variance, a petition shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the receipt of the petition from the Town Clerk and shall render a decision within seventy-five days from the date of filing. Failure by the Board to take final action upon a petition within the said seventy-five day period shall be deemed to be a grant of the appeal of the variance applied for."

In the case of a special permit, an application shall be filed with the Town Clerk who shall forthwith transmit it to the Board of Appeals. The Board shall hold a public hearing within sixty-five days of the filing date and shall render a decision within ninety days from the date of the public hearing. Failure to take final action upon an application within the said ninety day period shall be deemed to be a grant of the permit applied for."

8. Amend Section 6.7. Repetitive Petitions by deleting subsection 6.7.2. in its entirety and substituting the following:

6.7.2. No appeal, application or petition which has been unfavorably and finally acted upon by the Board of Appeals shall be acted favorably upon within two years after the date of final unfavorable action unless (1) all but one of the members of the Planning Board consent to a re-petition after notice is given to parties in interest of the time and place of the proceedings to consider consent and (2) the Board of Appeals finds specific and material changes in the conditions upon which the previous unfavorable action was based, describes such changes in its records and similarly consents."

9. Amend Section 6.8 Penalties so that the revised section will read as follows:

"Any person, firm, or corporation violating any section or provision of this By-law shall be subject to a fine not exceeding fifty dollars ($50.00) for the first offense and one hundred dollars ($100.00) for each subsequent offense. Each day, or part thereof, that any violation continues shall constitute a separate offense."

10. Amend Section 6.9 Amendment so that the revised section will read as follows:

"This By-law may be amended from time to time at an annual or special town meeting. An amendment may be initiated by the submission to the Board of Selectmen of a proposed change by the Board of Selectmen, the Board of Appeals, an individual owning land in the Town to be affected by the amendment, registered voters of the Town pursuant to General Laws, Chapter 39, Section 10, the Planning Board and the Metropolitan Area Planning Council. Within fourteen (14) days of the receipt of the proposed change, the Board of Selectmen shall submit it to the Planning Board. A public hearing shall be held within sixty-five (65) days after the proposed change is submitted to the Board."

11. Amend Section 6.11. Effective Date so that the revised section will read as follows:

"The effective date of an amendment to this By-law shall be the date on which such amendment was adopted by a favorable two-thirds vote of Town Meeting, subject to its approval by the Attorney General and its publication in a town bulletin or pamphlet and posting or publication in a newspaper pursuant to General Laws, Chapter 40, Section 32."

Because of the mandatory nature of the amendments proposed herein it is intended to eliminate the potential conflict between the Needham Zoning By-law and the mandatory provisions of said Chapter 808; the results herein shall not be construed as an acceptance of said Chapter 808 but it is intended to give effect to such mandatory provisions as if the within amendments or changes in the Zoning Bylaw had not been effectuated as herein authorized.

A two-thirds vote being required, it was *Yes 181 — No 1.*

Mr. Norman A. Homsy then moved that Articles 31 and 32 be discussed together, but voted on separately and when put to a vote the motion carried.

ARTICLE 31. To see if the Town will vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

> 6.5.3. Variances — To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law where the Board specifically finds that owing to circumstances relating to soil conditions, shape and topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of this By-law would involve a substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both of time and use, including the continued existence of any particular structures but excluding any conditions, safeguard or limitation based upon the ownership of the land or structure to which the variance pertains by the applicant, petitioner or any owner. If the rights authorized by a variance are exercised within one year of the date of authorization, they shall lapse and may be reestablished only after a new notice and hearing.;

or take any action relative thereto.

ARTICLE 32. To see if the Town will vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

> 6.5.3. Variances — To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law, including a variance authorizing a use or activity not otherwise permitted in a particular zoning district, where the Board specifically finds that owing to circumstances relating to soil conditions, shape or topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of this By-law would involve substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both in time and use, including the continued existence of any particular structures but excluding any condition, safeguard or limitation based upon the continued ownership of the land or structure to which the variance pertains by the applicant, petitioner, or any owner. If the rights authorized by a variance are not exercised within one year of the date of the authorization, they shall lapse and may be reestablished only after a new notice and hearing.;

or take any action relative thereto.

After an extended discussion under the motions on these articles, Mr. Charles Wyckoff moved the previous question and it was so voted.

The main motion under Article 31 was presented, but failed to carry by a voice vote of — *Yes 21 - No 165.*

MOVED: That the Town vote to amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

6.5.3. Variances — To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law where the Board specifically finds that owing to circumstances relating to soil conditions, shape and topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of this By-law would involve a substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both of time and use, including the continued existence of any particular structures but excluding any conditions, safeguard or limitation based upon the ownership of the land or structure to which the variance pertains by the applicant, petitioner or any owner. If the rights authorized by a variance are not exercised within one year of the date of authorization, they shall lapse and may be reestablished only after a new notice and hearing.

The main motion under Article 32 was presented and it was

VOTED: That the Town amend Section 6.5.3. of the Needham Zoning By-law by replacing the present Section 6.5.3. with the following:

6.5.3. Variances — To hear and decide a petition with respect to particular land or structures for a variance from the terms of this By-law, including a variance authorizing a use or activity not otherwise permitted in a particular zoning district, where the Board specifically finds that owing to circumstances relating to soil conditions, shape or topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of this By-law would involve substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of this By-law. The Board of Appeals may impose conditions, safeguards and limitations both in time and use, including the continued existence of any particular structures but excluding any condition, safeguard or limitation based upon the continued ownership of the land or structure to which the variance pertains by the applicant, petitioner, or any owner. If the rights authorized by a variance are not exercised within one year of the date of the authorization, they shall lapse and may be reestablished only after a new notice and hearing.

A two-thirds vote being required, it was *Yes 175 — No 7.*

At 11:15 P.M. Mr. Philip Trussell moved that the meeting stand adjourned to Monday, May 15, 1978 at 7:30 P.M., at the Newman Junior High School and it was so voted.

ROSE O. MacKENZIE
Town Clerk

Attest: _____
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 15, 1978

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 10, 1978 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Monday, May 15, 1978 at 7:30 P.M.

Check lists were used and 278 voters were checked on the list which included 235 Town Meeting Members.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

At 7:35 P.M., Mr. Hartford moved that this meeting stand adjourned until after the adjournment or dissolution of the Special Town Meeting and it was so voted.

SPECIAL TOWN MEETING
May 15, 1978

Pursuant to a warrant issued by the Selectmen on April 25, 1978 this meeting was called for May 15, 1978 at 7:30 P.M. The call to the meeting and the officer's return were read by the Town Clerk.

The Moderator declared a quorum to be present for the meeting and requested the Town Clerk to so record.

ARTICLE 1. To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 16 of the 1977 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash certified account, by transfer of the anticipated unused sums from budget items appropriated under said Article 16, or by any other means and how expended;

or take any other action relative thereto.

VOTED: unanimously, that the Town appropriate the sum of $184,500. for the purpose of supplementing some of the line item amounts appropriated under budget Article 16 of the 1977 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items as follows—

LINE	*48*	*Fire Dept. Overtime Salaries*	*$30,000.*
	66	*Police Dept. Overtime Salaries*	*30,000.*
	107	*Snow & Emergency Salaries*	*20,000.*
	108	*Snow & Emergency Expenses*	*65,000.*
	151	*Workmen's Compensation*	*25,000.*
	157	*Street Lighting*	*14,500.*

and that the above sums be raised as follows—

By transfer from the following line items, unexpended balance of Article 37 / ATM 1977 and other sources as indicated below:

Article No. 16 - ATM 1977			
LINE	*7*	*Assessor's Salaries*	*$17,600.*
	31	*Selectmen Salaries*	*17,000.*
	47	*Fire Dept. Salaries, regular*	*29,000.*

112 Hospital Salaries	*20,000.*
119 Veterans' Benefits	*40,000.*
147 Non-Contributory Retirement	*9,000.*
Federal Disaster Assistance	*9,029.*
Article No. 37 Ambulance Purchase	*24,010.*
Free Cash Certified	*18,861*

At 7:45 P.M. Mr. Francis A. Facchetti moved that the special town meeting stand dissolved and it was so voted.

At this time the meeting returned to the business of the Annual Town Meeting.

Recognition and a vote of thanks with applause was given by the meeting in appreciation of Mr. Robert W. Page's thirty years of service as a Town Meeting Member.

Mr. John Carroll moved for reconsideration of Article 8 stating that deputy fire chiefs and hourly workers in the Department of Public Works have reached a settlement of their contracts.

The motion for reconsideration was presented and it was so voted.

Mr. John Carroll then offered a motion to amend Article 8 by deleting Schedule B-5 in its entirety and inserting a new Schedule B-5, and by deleting F-4 of Schedule B-3 and inserting in place thereof a new F-4 schedule.

MOVED: That Section 17 of the Consolidated Personnel By-Law as amended under Article 8 be further amended by deleting Schedule B-5 in its entirety and by inserting in place thereof the following new Schedule B-5:

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	6.26	6.50	6.73	6.98	7.25
W-7	6.07	6.26	6.50	6.73	6.98
W-6	5.82	6.07	6.26	6.50	6.73
W-5	5.59	5.82	6.07	6.26	6.50
W-4	5.40	5.59	5.82	6.07	6.26
W-3	5.19	5.40	5.59	5.82	6.07
W-2	5.04	5.19	5.40	5.59	5.82
W-1	4.86	5.04	5.19	5.40	5.59

and by deleting F-4 of Schedule B-3 and inserting in place thereof the following new F-4 schedules to be effective July 1, 1978:

F-4	17,405.	17,939.	18,729.	19,441.

and beginning with January 1, 1979, the foregoing F-4 schedules shall be superceded by the following new F-4 Schedule:

F-4	18,075.	18,629.	19,450.	20,188.

VOTED: That Section 17 of the Consolidated Personnel By-Law as amended under Article 8 be further amended by deleting Schedule B-5 in its entirety and by inserting in place thereof the following new Schedule B-5:

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	*Minimum*	*2nd Step*	*3rd Step*	*4th Step*	*Maximum*
W-8	*6.26*	*6.50*	*6.73*	*6.98*	*7.25*
W-7	*6.07*	*6.26*	*6.50*	*6.73*	*6.98*
W-6	*5.82*	*6.07*	*6.26*	*6.50*	*6.73*
W-5	*5.59*	*5.82*	*6.07*	*6.26*	*6.50*
W-4	*5.40*	*5.59*	*5.82*	*6.07*	*6.26*
W-3	*5.19*	*5.40*	*5.59*	*5.82*	*6.07*
W-2	*5.04*	*5.19*	*5.40*	*5.59*	*5.82*
W-1	*4.86*	*5.04*	*5.19*	*5.40*	*5.59*

and by deleting F-4 of Schedule B-3 and inserting in place thereof the following new F-4 schedules to be effective July 1, 1978:

F-4	*17,405.*	*17,939.*	*18,729.*	*19,441.*

and beginning with January 1, 1979, the foregoing F-4 schedules shall be superceded by the following new F-4 Schedule:

F-4	*18,075.*	*18,629.*	*19,450.*	*20,188.*

The main motion, as amended, was presented and it was

VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefor the following:

Section 17. Classification and Standard Rates of Compensation of the Paid Appointive Service except as otherwise required by State Law, the classes of positions in this paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1978 and the compensation of positions classified by the Director of Civil Service effective July 1, 1978 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

CLASS TITLE	GRADE OR SCHEDULE
Accounting Clerk	S-7
Accounting Clerk, Benefits	S-7
Accounts Payable Clerk	S-9
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Assessor	S-25
Administrative Clerk, Assessors	S-11
Administrative Clerk, Building	S-8
Administrative Clerk, Health	S-9
Administrative Clerk, Park & Recreation	S-9
Administrative Clerk, Planning	S-7
Administrative Clerk, Selectmen	S-9
Administrative Clerk, Town Clerk	S-7
Administrative Clerk, Treasurer/Tax Collector	S-11
Animal Inspector (P.T.)	Schedule C
Arts & Crafts Workshop Assistant (P.T.)	Schedule C
Arts & Crafts Workshop Director (P.T.)	Schedule C

Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Director of Public Library	S-18
Assistant Pool Supervisor (P.T.)	Schedule C
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging (P.T.)	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Captain of Lifeguards (P.T.)	Schedule C
Captain of Swim Instructors (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III (2)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Clerk, Health	S-5
Clerk, Police	S-7
Clerk, Treasurer & Tax Collector	S-7
Clerk, Veterans' Benefits	S-9
Clerk, Youth Commission	S-5
Clerk, Typist, Treasurer & Tax Collector	S-5
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Data Processing Supervisor	S-15
Day Camp Director (P.T.)	Schedule C
Day Camp Counselor (P.T.)	Schedule C
Dental Hygienist	S-7
Dental Hygienist (P.T.)	Schedule C
Dentist (P.T.)	Schedule C
Deputy Fire Chief (10)	F-4
Director of Civil Defense	Schedule C
Director of Finance	S-30
Director of Parks & Recreation	S-24
Director of Public Library	S-24
Director of Public Works (8)	S-35
Division Superintendent (Highway)(1)	S-25
Division Superintendent (Park) (1)	S-25

Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-11
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen	S-25
Excise Tax Clerk — Assessors	S-7
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (10)	F-3
Fire Chief	F-5
Firefighter (5) (10)	F-1
Fire Lieutenant (10)	F-2
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman — Highway, Sewer, Water Divisions	S-20
Gymnastics Workshop Director (P.T.)	Schedule C
Gymnastics Workshop Assistant (P.T.)	Schedule C
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Junior Building Custodian (P.T.)	Schedule C
Junior Sailing Instructor (P.T.)	Schedule C
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer, Senior	W-2
Library Assistant I	S-3
Library Assistant I (P.T.)	Schedule C
Library Assistant II	S-5
Library Assistant II (P.T.)	Schedule C
Library Page	Schedule C
Lifeguard (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-15
Patrolman (3) (6) (7) (10)	P-2
Personnel Director	S-28
Planning Director	S-26
Playground Director (P.T.)	Schedule C
Playleader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (10)	P-4

Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (3) (4) (6) (7) (9) (10)	P-3
Pool Booth Attendant (P.T.)	Schedule C
Pool Maintenance Worker (P.T.)	Schedule C
Pool Supervisor (P.T.)	Schedule C
Principal Clerk	S-6
Property Betterment Clerk, Assessors	S-5
Property Transfer and Land Records Clerk, Assessors	S-9
Provisional Appointee (Police Department)	P-1
Public Health Nurse	S-15
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Racquet Sports Camp Assistant (P.T.)	Schedule C
Racquet Sports Camp Director (P.T.)	Schedule C
Recreation Supervisor (P.T.)	Schedule C
Reference Librarian	S-15
Reference Librarian (P.T.)	Schedule C
Reference Supervisor	S-16
Registrar of Votes (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Senior Sailing Instructor (P.T.)	Schedule C
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Swim Instructor (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Tennis Court Monitor (P.T.)	Schedule C
Tennis Specialist (P.T.)	Schedule C
Tennis Supervisor (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Town Treasurer and Tax Collector	S-24
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Working Foreman	W-6
Young Adults Librarian	S-15
Youth Coordinator	S-24

SCHEDULE A FOOTNOTES

1. Additional $100.00 per month when assigned to performing the duties of Assistant Director of Public Works.

2. Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

3. Additional $750.00 per year when assigned to and performing the duties of Detective as designated by Police Chief.

4. Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by Police Chief.

5. Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by Fire Chief.

6. Additional $50.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

7. Additional $50.00 per month when assigned to and performing the duties of a Specialist -- Youth Officer as designated by the Police Chief.

8. Said Director shall be the Superintendant of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.

9. Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

10. Additional $300.00 per year when certified and acting as Emergency Medical Technician.

Schedule B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-35	26,821.00	27,805.00	28,784.00	29,781.00	30,813.00
S-34	25,842.00	26,821.00	27,805.00	28,784.00	29,781.00
S-33	24,859.00	25,842.00	26,821.00	27,805.00	27,874.00
S-32	23,963.00	24,859.00	25,842.00	26,821.00	27,805.00
S-31	23,064.00	23,963.00	24,859.00	25,842.00	26,821.00
S-30	22,256.00	23,064.00	23,963.00	24,859.00	25,842.00
S-29	21,450.00	22,256.00	23,064.00	23,963.00	24,859.00
S-28	20,643.00	21,450.00	22,256.00	23,064.00	23,963.00
S-27	19,928.00	20,643.00	21,450.00	22,256.00	23,064.00
S-26	19,212.00	19,928.00	20,643.00	21,450.00	22,256.00
S-25	18,508.00	19,212.00	19,928.00	20,643.00	21,450.00
S-24	17,875.00	18,508.00	19,212.00	19,928.00	20,643.00
S-23	17,244.00	17,875.00	18,508.00	19,212.00	19,928.00
S-22	16,618.00	17,244.00	17,875.00	18,508.00	19,212.00
S-21	15,995.00	16,618.00	17,244.00	17,875.00	18,508.00
S-20	15,455.00	15,995.00	16,618.00	17,244.00	17,875.00
S-19	14,912.00	15,455.00	15,995.00	16,618.00	17,244.00
S-18	14,381.00	14,912.00	15,455.00	15,995.00	16,618.00
S-17	13,850.00	14,381.00	14,912.00	15,455.00	15,995.00
S-16	13,402.00	13,850.00	14,381.00	14,912.00	15,455.00
S-15	12,952.00	13,402.00	13,850.00	14,381.00	14,912.00
S-14	12,502.00	12,952.00	13,402.00	13,850.00	14,381.00
S-13	12,054.00	12,502.00	12,952.00	13,402.00	13,850.00
S-12	11,604.00	12,054.00	12,502.00	12,952.00	13,402.00
S-11	11,154.00	11,604.00	12,054.00	12,502.00	12,952.00
S-10	10,799.00	11,154.00	11,604.00	12,054.00	12,502.00

S-9	10,438.00	10,799.00	11,154.00	11,604.00	12,054.00
S-8	10,082.00	10,438.00	10,799.00	11,154.00	11,604.00
S-7	9,725.00	10,082.00	10,438.00	10,799.00	11,154.00
S-6	9,368.00	9,725.00	10,082.00	10,438.00	10,799.00
S-5	9,008.00	9,368.00	9,725.00	10,082.00	10,438.00
S-4	8,734.00	9.008.00	9,368.00	9,725.00	10,082.00
S-3	8,740.00	8,734.00	9,008.00	9,368.00	9,725.00
S-2	8,205.00	8,470.00	8,734.00	9,008.00	9,368.00
S-1	7,936.00	8,205.00	8,470.00	8,734.00	9,008.00

Schedule B-2
Police Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		25,770.00	26,734.00	27,698.00	28,658.00
P-4		17,405.00	17,939.00	18,729.00	19,441.00
P-3			14,821.00	15,692.00	16,562.00
P-2		12,885.00	13,367.00	13,849.00	14,329.00
P-1			12,885.00	13,367.00	13,849.00

Effective January 1, 1979, Schedule B-2 shall be increased as follows:

P-5		26,760.00	27,762.00	28,762.00	29,760.00
P-4		18,075.00	18,629.00	19,450.00	20,188.00
P-3			15,391.00	16,295.00	17,199.00
P-2		13,380.00	13,881.00	14,381.00	14,880.00
P-1			13,380.00	13,881.00	14,381.00

Schedule B-3
Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		25,770.00	26,734.00	27,698.00	28,658.00
F-4		17,405.00	17,939.00	18,729.00	19,441.00
F-3[1]				15,523.00	16,007.00
F-2[1]		13,265.00	13,672.00	14,145.00	14,629.00
F-1[1]	11,559.00	11,957.00	12,356.00	12,753.00	13,151.00

Effective January 1, 1979, Schedule B-3 shall be increased as follows:

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		26,760.00	27,762.00	28,762.00	29,760.00
F-4		18,075.00	18,629.00	19,450.00	20,188.00
F-3[1]				15,523.00	16,007.00
F-2[1]		13,265.00	13,672.00	14,145.00	14,629.00
F-1[1]	11,559.00	11,957.00	12,356.00	12,753.00	13,151.00

[1]These are the rates presently being paid. Negotiations with Firefighters Local 1706 for fiscal years 1978 and 1979 have not been completed. We, therefore, recommend that the rates for Grades F-3, F-2, and F-1 remain as they are presently.

Schedule B-4
Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	14,719.00	15,233.00	13,827.00	16,423.00	17,024.00
FA-1	12,764.00	13,190.00	13,696.00	14,202.00	14,719.00

The above are the rates presently being paid. Negotiations with Unit B of Local 1706 for fiscal year 1979 have not been completed. We, therefore, recommend that all rates in Schedule B-4 remain as they are presently.

Schedule B-5
Hourly Wage Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	6.26	6.50	6.73	6.98	7.25
W-7	6.07	6.26	6.50	6.73	6.98
W-6	5.82	6.07	6.26	6.50	6.73
W-5	5.59	5.82	6.07	6.26	6.50
W-4	5.40	5.59	5.82	6.07	6.26
W-3	5.19	5.40	5.59	5.82	6.07
W-2	5.04	5.19	5.40	5.59	5.82
W-1	4.86	5.04	5.19	5.40	5.59

Rates for Part-Time and Seasonal Position Classes

	Minimum	Maximum
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,625.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)		2.50
Arts and Crafts Workshop Director (P.T.) (per hour)		3.10
Assistant Pool Supervisor (P.T.) (per hour)		3.45
Assistant Recreation Supervisor (P.T.) (per hour)		3.25
Associate Director of Council on Aging (P.T.) (30 hours weekly)		9,643.00
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Call Firefighter (P.T.) (per annum)		877.00
Canvasser (P.T.) (per hour)		2.40
Captain of Lifeguards (P.T.) (per hour)		3.45
Captain of Swim Instructors (P.T.) (per hour)		3.45
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		4.33
Council on Aging Executive Director (P.T.) (per annum) (30 hours)		11,930.00
Day Camp Counselor (P.T.) (per hour)		2.50
Day Camp Director (P.T.) (per hour)		3.10
Dental Hygienist (P.T.) (per hour)		4.51
Dentist (P.T.) (per diem)		58.00
Director of Civil Defense (per annum)		1,500.00

Finance Committee Executive Secretary (P.T.) (per annum)	4,470.00
Gymnastics Workshop Assistant (P.T.) (per hour)	2.50
Gymnastics Workshop Director (P.T.) (per hour)	3.10
Junior Building Custodian (P.T.) (per hour)	4.51
Junior Sailing Instructor (P.T.) (per hour)	2.75
Library Assistant I (P.T.) (per hour)	3.68
Library Assistant II (P.T.) (per hour)	4.17
Library Page (P.T.) (per hour)	
First Year	2.20
Second Year	2.30
Lifeguard (P.T.) (per hour)	2.75
Playground Director (P.T.) (per hour)	2.65
Playleader (P.T.) (per hour)	2.30
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Police Matron (P.T.) (per hour)	2.50
(or minimum)	8.00
Pool Booth Attendant (P.T.) (per hour)	2.65
Pool Maintenance Worker (P.T.) (per hour)	2.75
Pool Supervisor	3.90
Racquet Sports Camp Assistant (P.T.) (per hour)	2.50
Racquet Sports Camp Director (P.T.) (per hour)	2.65
Recreation Supervisor (P.T.) (per hour)	3.75
Reference Librarian (P.T.) (per hour)	6.00
Registrar of Voters (P.T.) (per annum)	400.00
Sanitarian (substitute) (P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	3,744.00
Senior Sailing Instructor (P.T.) (per hour)	3.25
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	3.05
Second Year Student	3.35
Third Year Student	3.70
Fourth Year Student	3.80
Fifth Year Student	3.90
Swim Instructor (P.T.) (per hour)	2.75
Temporary Janitor (P.T.) (per hour)	2.40
Temporary Laborer (per hour)	
First Year	2.40
Second Year	2.55
Third Year	2.70
Fourth Year	2.85
Fifth Year	3.00
Tennis Court Monitor (P.T.) (per hour)	2.50
Tennis Specialist (P.T.) (per hour)	3.10
Tennis Supervisor (P.T.) (per hour)	3.25
Town Counsel (P.T.) (per annum)	22,206.00
Traffic Supervisor (P.T.) (per month)	282.00
Veterans' Agent (P.T.) (per annum)	7,120.00
Wiring Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00

Mr. Warner Hartford then moved for reconsideration of Article 10 in order to make

adjustments in budget amounts to reflect the changes in salary schedules voted under Article 8, and when put to a vote the motion for reconsideration passed.

The motion under Article 10 was presented.

MOVED: That the following line items under Article 10 be further amended as follows:

Line 112 that this item be increased by $4,356 to the new total of $102,104.
Line 114 that this item be increased by $15,220 to the new total of $347,824.
Line 119 that this item be increased by $9,323 to the new total of $235,327.
Line 122 that this item be increased by $12,903 to the new total of $295,584.
Line 128 that this item be increased by $11,413 to the new total of $265,141.
Line 86 that this total be increased by $5,982 to the new total of $1,143,333.

VOTED: That the following line items under Article 10 be further amended as follows:

Line 112 that this item be increased by $4,356 to the new total of $102,104.
Line 114 that this item be increased by $15,220 to the new total of $347,824.
Line 119 that this item be increased by $9,323 to the new total of $235,327.
Line 122 that this item be increased by $12,903 to the new total of $295,584.
Line 128 that this item be increased by $11,413 to the new total of $265,141.
Line 86 that this total be increased by $5,982 to the new total of $1,143,333.

The main motion under Article 10, as amended, was then presented and it was

VOTED: That the following sums of money be authorized for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1978 as follows:

GENERAL GOVERNMENT ADMINISTRATION

Board of Selectmen:

1. Salaries ..... 87,860.
2. Telephone Charges ..... 32,450.
3. Expenses ..... 95,890.
   (2,234.20 Art. 5, 1975 S.T.M.; 93,655.80 current tax levy)
4. Town Meeting ..... 6,940.
5. Capital Outlay ..... 0.

Miscellaneous:

6. Insurance ..... 166,000.
7. Accident & Health & Group Life Insurance ..... 609,000.
8. Workmen's Compensation Self Insurance Fund & Premium Account 100,000.
9. Property and Casualty Self Insurance ..... 1,500.
10. Uniformed Service Medical Payments ..... 15,000.
11. Memorial Day ..... 1,000.
12. Care of Soldiers' Graves ..... 800.
13. Town Report ..... 5,000.
14. Street Lighting ..... 140,000.
15. Maintenance of Stephen Palmer School ..... 0.
16. Unemployment Compensation ..... 50,000.
17. Insurance Consultant ..... 0.

Town Clerk:

18. Salaries ..... 40,049.

19. Expenses ..... 3,295.
20. Travel Out of State ..... 100.

Board of Registrars:
21. Salaries ..... 13,099.
22. Expenses ..... 15,990.
23. Tellers & Canvassers ..... 16,920.
24. Capital Outlay ..... 218.

Legal:
25. Salaries ..... 12,600.
26. Expenses ..... 2,000.
27. Special Fees ..... 20,000.

Personnel:
28. Salaries ..... 27,669.
29. Expenses ..... 4,500.

FINANCE

Assessors:
30. Salaries ..... 68,571.
31. Expenses ..... 8,750.
32. Travel Out of State ..... 0.
33. Capital Outlay ..... 0.

Director of Finance:
34. Salary ..... 24,075.
35. Audit ..... 30,000.
36. Financial Consultant ..... 4,800.

Comptroller:
37. Salaries ..... 64,025.
38. Expenses ..... 7,450.
39. Capital Outlay ..... 0.

Treasurer/Tax Collector:
40. Salaries ..... 66,635.
41. Expenses ..... 18,750.
42. Capital Outlay ..... 1,565.

Debt and Interest:
43. Maturing Bonds and Notes ..... 892,000.
(to be raised by transfer of $6,654.92 from the Ridge Hill Reservation Purchase Escrow Fund and the balance of $885,345.08 from the current tax levy)
44. Bond and Note Interest ..... 152,114.
45. Temporary Loan Interest ..... 5,000.
Fiscal Cycle Loan — Prin. Schools
Fiscal Cycle Loan — Int. Schools

Data Processing:
46. Salaries ..... 55,835.
47. Expenses ..... 37,342.

Finance Committee:
48. Salaries ..... 4,870.
49. Expenses ..... 400.

50. Reserve Fund ..... 225,000.

Contributory Retirement:

51. Contributions ..... 992,800.
52. Expenses ..... 4,990.
53. Capital Outlay ..... 0.

Non-Contributory Retirement:

54. Haddock and McLeod ..... 3,600.
55. Chapter 32 Retirements ..... 168,140.

EDUCATION

56. Salaries ..... 10,577,316.
(to be raised by transfer of $57,463.68 from P.L. 874 monies on hand; the balance of $10,519,852.32 from the current tax levy)
57. Administration ..... 28,000.
58. Instruction ..... 480,098.
(to be raised by transfer of $600.58 from the Dwight School Fund and the balance of $479,497.42 from the current tax levy)
59. Other School Services ..... 72,987.
60. Cafeteria Assistance ..... 25,000.
61. Pupil Transportation ..... 224,135.
62. Operation and Maintenance of Plant ..... 780,140.
63. Community Service ..... 45,000.
64. Fixed Assets ..... 37,437.
65. Tuitions ..... 191,837.
66. Out of State Travel ..... 8,000.
67. Adult Education ..... 2,000.
68. Summer School ..... 5,000.
69. Capital Outlay — Renovation of Physical Properties ..... 100,000.
70. Vocational Education ..... 70,000.

PUBLIC SAFETY

Police:

71. Salaries, regular ..... 979,209.
(to be raised by transfer of $173,490. from federal revenue sharing funds, $9,000 from parking meter fund, and the balance of $796,719. from the current tax levy)
72. Overtime ..... 150,700.
73. Education and Career Incentive ..... 13,500.
74. Inservice Training ..... 25,343.
75. Capital Outlay ..... 29,000.
76. Travel Out of State ..... 500.
77. Auto Maintenance ..... 43,750.
78. Building Maintenance ..... 17,885.
79. Communications ..... 24,425.
80. Operating Expenses ..... 16,875.
81. Signal System ..... 1,000.
82. Uniforms ..... 13,650.
83. Crime Check Committee ..... 500.
84. Animal Control ..... 1,200.
85. F.B.I. Academy ..... 1,000.

Fire:
86. Salaries, regular ..... 1,143,333.
(to be raised by transfer of $201,510. from federal revenue sharing funds and the balance of $941,823. from the current tax levy)
87. Overtime ..... 275,122.
88. Educational and Career Incentive ..... 18,850.
89. Inservice Training ..... 30,452.
90. Capital Outlay ..... 78,800.
91. Travel Out of State ..... 400.
92. Building Maintenance ..... 21,600.
93. Equipment and Supplies ..... 17,000.
94. Service Expenses ..... 5,700.
95. Equipment Maintenance ..... 12,350.

Fire Alarm:
96. Salaries ..... 31,615.
97. Overtime Salaries ..... 1,575.
98. Expenses ..... 13,050.
99. Equipment Maintenance ..... 2,700.

Civil Defense:
100. Salaries ..... 1,500.
101. Expenses ..... 14,635.
102. Capital Outlay ..... 1,475.

Building:
103. Salaries ..... 68,432.
104. Expenses 1,355

Sealer of Weights and Measures:
105. Salaries ..... 3,744.
106. Expenses ..... 1,150.

PUBLIC FACILITIES

Public Works:
Administration:
107. Salaries ..... 75,513.
108. Expenses ..... 4,275.
109. Travel Out of State ..... 100.

Engineering:
110. Salaries ..... 150,192.
111. Expenses ..... 5,290.

Garage and Equipment:
112. Salaries ..... 102,104.
113. Expenses ..... 75,350.

Highway:
114. Salaries ..... 347,824.
115. Salaries — Parking Meter Fund ..... 9,000.
116. Expenses ..... 146,200.
117. Highway Repairs ..... 6,000.

118. Equipment Replacement ..... 99,500.

Park Division:
119. Salaries ..... 235,327.
120. Expenses ..... 77,110.
121. Capital Outlay ..... 25,000.

Sewer:
122. Salaries ..... 295,584.
123. Expenses ..... 43,590.
124. House Connection ..... 10.000.

Snow and Emergency:
126. Overtime Salaries ..... 50,000.
127. Expenses ..... 60,000.

Water:
128. Salaries ..... 265,141.
129. Expenses ..... 156,500.
130. Main Extension and Services ..... 40,000.

HUMAN SERVICES

Hospital:
131. Salaries ..... 3,869,835.
132. Expenses ..... 1,707,283.
133. Capital Outlay ..... 195,000.
134. Travel Out of State ..... 3,000.

Public Health:
Board of Health:
135. Salaries ..... 98,648.
136. Capital Outlay ..... 0.
137. Travel Out of State ..... 300.
138. Expenses ..... 8,175.
139. Garbage Removal ..... 69,000.
140. Hospitalization ..... 500.
141. Mental Health ..... 55,188.
($7,000. from unexpended balance of Art. 40, 1977 A.T.M. and the balance of $48,188. from the current tax levy)
142. Mentally Retarded ..... 8,400.

Dental Health:
143. Salaries ..... 9,532.
144. Expenses ..... 5,125.

Veterans' Services:
145. Salaries ..... 14,352.
146. Expenses and Transportation ..... 500.
147. Benefits ..... 50,000.

Youth Commission:
148. Salaries ..... 62,517.
149. Expenses ..... 8,785.
150. Capital Outlay ..... 0.

Council on Aging:

151. Salaries ..... 22,273.
152. Expenses ..... 6,670.

DEVELOPMENT

Planning Board:
153. Salaries ..... 31,743.
154. Expenses ..... 2,600.
155. Technical Assistance ..... 2,550.
156. Travel Out of State ..... 400.
157. Capital Outlay ..... 0.

Conservation:
158. Salaries ..... 200.
159. Expenses ..... 2,400.

Board of Appeals:
160. Salaries ..... 1,780.
161. Expenses ..... 1,400.

Historical Commission:
162. Expenses ..... 500.

CULTURAL AND LEISURE SERVICES

Library:
163. Salaries ..... 259,770.
(to be raised by transfer of $2,105.15 from the Town's share of the unexpended balance of the Dog Fund; $53.73 and $1,849.07 from the Barr and Greenwood Funds; $11,226. from State Library Assistance and the balance of $244,536.05 from the current tax levy)
164. Bindings ..... 1,500.
165. Books and Periodicals ..... 75,421.
166. Building Maintenance ..... 24,800.
167. Expenses and Supplies ..... 20,316.
168. Capital Outlay ..... 4,250.

Branch:
169. Salaries ..... 15,231.
170. Rent ..... 3,600.
171. Book Transportation ..... 1,080.
172. Periodicals ..... 750.
173. Utilities ..... 1,050.

Park & Recreation:
174. Salaries ..... 158,588.
175. Expenses ..... 58,319.
176. Capital Outlay ..... 0.
177. Engineering Services ..... 2,000.

Memorial Park:
178. Expenses ..... 500.
179. Capital Outlay ..... 500.

ARTICLE 20. To see if the Town will vote to raise and appropriate the sum of $502,000. for the construction of a Transfer facility at the Disposal Area as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

A motion to amend was offered by Mr. Francis A. Facchetti.

MOVED: That the subject matter of Article 20 be referred to the Solid Waste Disposal Study Committee for further study and report to the next Annual Town Meeting or sooner.

After an extended discussion, Mr. Facchetti's motion was presented and it was

VOTED, unanimously, that the subject matter of Article 20 be referred to the Solid Waste Disposal Study Committee for further study and report to the next Annual Town Meeting or sooner.

ARTICLE 36. To see if the Town will vote to amend the Town's Zoning map by changing from business district to a single residence district the area hereinafter more particularly identified, bounded and described:

> "Said area consists of a rectangular parcel measuring 150 feet by Great Plain Avenue and 200 feet by Broadmeadow Road on the northerly side of the intersection of Great Plain Avenue and Broadmeadow Road plus a triangular parcel (the exact dimensions are unknown) located on the southerly side of Broadmeadow Road at the intersection of Great Plain Avenue and Broadmeadow Road.
>
> It is intended to describe herein all the area initially zoned for business and first shown on plan entitled 'Zoning map of the Town of Needham, Massachusetts 1925' attached to the first Zoning By-Law of the Town of Needham adopted by vote under Article 48 of the March 26, 1925 adjourned Annual Town Meeting, except that portion of the above described area which was changed from business to a single residence district by vote of the Town under Article 28 of the 1976 Annual Town Meeting";

or take any other action relative thereto.

A motion to amend was offered by Mr. Norman D. Homsy.

MOVED: That the substance of Article 36 be referred back to the Planning Board for further evaluation so that the feasibility of a Neighborhood Business District can be established.

A motion to amend Mr. Homsy's amendment was offered by Mr. Barry R. McDonough.

MOVED: To add to Mr. Homsy's amendment the following words, "further, it is the sense of this meeting that no substantive construction or use changes take place in this district until further action by Town Meeting".

After a lengthy discussion, Mr. McDonough's motion was presented and it was

VOTED: To add the following words to the amendment offered by Mr. Homsy "further, it is the sense of this meeting that no substantive construction or use changes take place in this district until further action by Town Meeting."

Mr. Homsy's motion to refer, as amended, was presented and it was

VOTED: That the substance of Article 36 be referred back to the Planning Board for further evaluation so that the feasibility of a Neighborhood Business District can be established; further, it is the sense of this meeting that no substantive construction or use changes take place in this district until further action by Town Meeting.

ARTICLE 38. To see if the Town will accept Chapter 665 of the Acts of 1977 adding a new section 53D to Mass. G. L. Chap. 244, authorizing the utilization of a revolving or self supporting fund for recreation and park purposes;

or take any other action relative thereto.

An amended main motion was offered by Mr. Gary W. Petrini.

MOVED: That the main motion under Article 38 be amended to read as follows:

"That the Town by virtue of the power vested in it under Section 6 of the Home Rule Amendment (Art. L. XXXIX) and notwithstanding the provisions of section fifty-three of Chapter 44 of the General Laws, hereby authorizes a Recreation and Park self-supporting service revolving fund to be established by the Town but subject to the conditions and limitations herein specified; there shall be established in the Town Treasury a revolving fund which shall be kept separate and apart from all other monies by the treasurer and in which shall be deposited the receipts received in connection with the conduct of selfsupporting recreation and park services of the town. The principal and interest thereon shall be expended at the direction of the authority of the Park and Recreation Commission, without further appropriation, but only with the written approval of the Board of Selectmen and only for the purpose of operating self-supporting recreation and park services. The Town Comptroller shall submit annually a report of said revolving fund to the Board of Selectmen for its review and a copy of said report shall be submitted to the director of the bureau of accounts; provided that funds in said revolving fund shall not be used to employ or pay the salary of any employee or for the purchase of equipment; provided further that said revolving fund shall not exceed the sum of five thousand dollars, and any amount in excess of five thousand dollars shall be paid into the town treasury as provided in section fifty-three. The Finance Committee shall disclose the receipts and expenditures as herein authorized as part of the budget making process and presentation."

After discussion, the amended motion was presented and it was

VOTED: That the Town by virtue of the power vested in it under Section 6 of the Home Rule Amendment (Art. L. XXXIX) and notwithstanding the provisions of section fifty-three of Chapter 44 of the General Laws, hereby authorizes a Recreation and Park self-supporting service revolving fund to be established by the Town but subject to the conditions and limitations herein specified; there shall be established in the Town Treasury a revolving fund which shall be kept separate and apart from all other monies by the treasurer and in which shall be deposited the receipts received in connection with the conduct of self-supporting recreation and park services of the town. The principal and interest thereon shall be expended at the direction of the authority of the Park and Recreation Commission, without further appropriation, but only with the written approval of the Board of Selectmen and only for the purpose of operating self-supporting recreation and park services. The Town Comptroller shall submit annually a report of said revolving fund to the Board of Selectmen for its review and a copy of said report shall be submitted to the director of the bureau of accounts; provided that funds in said revolving fund shall not be used to employ or pay the salary of any employee or for the purchase of equipment; provided further that said revolving fund shall not exceed the

sum of five thousand dollars, and any amount in excess of five thousand dollars, shall be paid into the town treasury as provided in section fifty-three. The Finance Committee shall disclose the receipts and expenditures as herein authorized as part of the budget making process and presentation.

ARTICLE 39. To see if the Town will vote to appropriate a sum of money to paint the walls and radiators, varnish, stain or paint all doors and windows in the offices within the Town Hall occupied by the Board of Health; determine how said sum shall be raised and expended;

or take any other action relative thereto.

On a motion made by Mr. Facchetti, it was unanimously voted to postpone Article 39 indefinitely inasmuch as the money for this work is included in the Selectmen's budget.

ARTICLE 43. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 46 of the 1977 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1979 Annual Town Meeting or sooner;

or take any other action relative thereto.

VOTED, unanimously that the Town continue to solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 46 of the 1977 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1979 Annual Town Meeting or sooner.

ARTICLE 45. To see if the Town will appropriate a sum of money to pay a proper charge for effecting insurance providing indemnity for or protection to any officer or employee of the Town while acting within the scope of his official duties as authorized by G. L. Chap. 40, Sec. 5, clause (1); determine how said sum shall be raised and expended;

or take any other action relative thereto.

VOTED: that the Town appropriate the sum of $11,591. to pay a proper charge for effecting insurance providing indemnity for or protection to any officer or employee of the Town while acting within the scope of his official duties as authorized by G. L. Chap. 40, Section 5, clause (1); further to raise the sum of $11,591. from the current tax levy.

ARTICLE 46. To see if the Town will vote to appropriate a sum of money not to exceed five (5%) of the amount raised in the preceding year by taxation of real and tangible personal property for the purpose of establishing a special fund to be used for offsetting the anticipated future cost of funding the contributory retirement system of the Town, as more specifically authorized by Mass. G. L. Chapter 40, Section 5D (added by Chap. 559 of the Acts of 1977); the Town Treasurer shall be the custodian of said fund and may deposit or invest the proceeds thereof in the manner prescribed by said Chapter 40, Section 5D;

or take any other action relative thereto.

VOTED: that the Town appropriate the sum of $85,000 for the purpose of establishing a special fund to be used for off-setting the anticipated future cost of funding the contributory retirement system of the Town, as more specifically authorized by Mass. G. L. Chapter 40, Section 5D (added by Chap. 559 of the Acts of 1977); the Town Treasurer shall be the custodian of said fund and may deposit or invest the proceeds

thereof in the manner prescribed by said Chapter 40, Section 5D.

ARTICLE 47. To see if the Town will vote to approve the development of an additional housing project or the development of approximately 100 additional housing units for elderly persons within the Town of Needham as authorized by Part VII of Mass. G.L. Chapter 121 under the supervision and direction of the Needham Housing Authority as therein authorized; that said Needham Housing Authority through and in cooperation with the Board of Selectmen or any other participating Town tribunal is hereby further authorized to make formal application for financial aid and any other assistance and guidance under said Chapter 121 intended for the development of housing for the elderly herein contemplated;

or take any other action relative thereto.

Mr. Edward Schwartz spoke on the main motion.

A motion to amend was offered by Mr. H. Phillip Garrity, Jr. to add after the word "contemplated" in the last line, the words "said planning and development and subsequent implementation thereof to be subject to approval of Town Meeting." This motion when put to a vote failed to pass.

Mrs. Mary Ann Carovillano offered an amendment to delete the words "as authorized by Part VII of Mass. G. L. Chapter 121 under the supervision and direction of the Needham Housing Authority as therein authorized" and also to delete the words "and guidance under said Chapter 121 intended for the development of housing for the elderly herein contemplated" and to add at the end of the paragraph the words "to the Commonwealth of Massachusetts". This motion when put to a vote failed to pass.

Mr. Edward B. Ginn offered an amendment to add the following "This article does not grant and shall not be construed to grant any power to take land by eminent domain, purchase or otherwise unless specifically approved by subsequent Town Meeting action." This motion when put to a vote failed to pass.

The main motion was then presented and it was

VOTED, That the Town approve the development of an additional housing project or the development of approximately 100 additional housing units for elderly persons within the Town of Needham as authorized by Part VII of Mass. G. L. Chapter 121 under the supervision and direction of the Needham Housing Authority as therein authorized that said Needham Housing Authority through and in cooperation with the Board of Selectmen or any other participating Town tribunal is hereby further authorized to make formal application for financial aid and any other assistance, and guidance under said Chapter 121 intended for the development of housing for the elderly herein contemplated.

ARTICLE 48. To see if the Town will vote to authorize the Rosemary Lake Reclamation Committee established by vote of the Park and Recreation Commission dated November 30, 1970, and amended by vote of said Commission dated March 16, 1971, to continue study and to seek federal or state financial assistance where available through the Park and Recreation Commission and the Board of Selectmen for continuation of the program for reclamation of Rosemary Lake; authorize and direct said Committee and the Park and Recreation Commission through the Board of Selectmen to take any action necessary to obtain for the Town partial reimbursement from the Federal Government pursuant to the Land and Water Conservation Fund, P. L. 88-578 (78STAT. 897); and said Committee, Commission, and Board are further authorized to make application, on behalf of the Town, for any additional Federal and State financial assistance which may be available for the reclamation program herein contemplated;

or take any other action relative thereto.

VOTED, unanimously, that the Town authorize the Rosemary Lake Reclamation Committee established by vote of the Park and Recreation Commission dated November 30, 1970, and amended by vote of said Commission dated March 16, 1971, to continue study and to seek federal or state financial assistance where available through the Park and Recreation Commission and the Board of Selectmen for continuation of the program for reclamation of Rosemary Lake; authorize and direct said Committee and the Park and Recreation Commission through the Board of Selectmen to take any action necessary to obtain for the Town partial reimbursement from the Federal Government pursuant to the Land and Water Conservation Fund, P. L. 88-578 (78 STAT. 897); and said Committee, Commission, and Board are further authorized to make application, on behalf of the Town, for any additional Federal and State Financial assistance which may be available for the reclamation program herein contemplated.

ARTICLE 49. To see if the Town will vote to transfer a sum from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1978-1979.

and take any other action relative thereto.

VOTED, unanimously, that the Town transfer the sum of $1,350,000. from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1978-1979.

Under ARTICLE 50 the following resolution was offered by John and Katharine Preston and when put to a vote the resolution was adopted.

RESOLVED: That it is the desire of Town Meeting that the Public Works Department file a detailed report explaining the work to be done under Public Works Articles in the Town Meeting Warrant, said report to be printed in the Appendix to the Warrant. This report shall describe the nature of the work to be done, no matter whether the funding is from the Town or from an outside source, and shall describe the entire scope of projects which will extend beyond the funding to be approved.

The following Resolution of Respect was presented and it was voted.

WHEREAS, on the 19th day of April, 1978, death brought to a close the active life of Francis Joseph Donahue; and

WHEREAS, Francis Joseph Donahue has, through his foresight and zeal for this community, earned the affection of the people in the Town of Needham, Massachusetts; and

WHEREAS, the stature he attained in this community by his exemplary life and achievements was recognized during his lifetime;

BE IT THEREFORE RESOLVED, that the Town Meeting of the Town of Needham, Massachusetts, does, by this resolution and public record, recognize that his death is a distinct loss to the Town in which he served and won deep respect and affection.

BE IT FURTHER RESOLVED, that this resolution be spread upon the records of the Annual Town Meeting and a copy thereof be sent to his wife, Marion C. Donahue, in recognition of Mr. Donahue's respected place in this community.

Adopted this 15th day of May, 1978.

At 11:45 P.M., on the Moderator's motion, the meeting was dissolved in memory of Francis J. Donahue and it was so unanimously voted.

ROSE O. MacKENZIE
Town Clerk

ATTEST: _____
Town Clerk

AUDIT OF TOWN ACCOUNTS
March 16, 1978

To the Board of Selectmen
Mr. Henry D. Hersey, Chairman
Needham, Massachusetts

Gentlemen:

I submit herewith my report of an audit of the books and accounts of the town of Needham for the period from July 1, 1975 to November 30, 1976, made in accordance with the provisions of Chapter 44, General Laws. This is in the form of a report made to me by Mr. Robert M. Crosby, Assistant Chief of Bureau.

Very truly yours,

EDWARD G. McCANN, Jr.
Director of Accounts

EGM:kb

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Mr. Edward G. McCann, Jr.
Director of Accounts
Department of Corporations and Taxation
Boston, Massachusetts

Sir:

In accordance with your instructions, I have made an audit of the books and accounts of the town of Needham for the period from July 1, 1975 to November 30, 1976, and report thereon as follows:

The financial transactions, as recorded on the books of the several departments receiving or disbursing money for the town or committing bills for collection, were examined, checked, and verified by comparison with the records in the offices of the town comptroller and the town treasurer.

The books and accounts in the town comptroller's office were examined and checked in detail.

The ledgers of the town comptroller were found to be in an unsatisfactory condition due to his failure to keep the accounts in the prescribed manner approved by the Bureau of Accounts.

During the interval between the prior audit and the current audit date, November 30, 1976, the manual system of maintaining ledger accounts was changed over to a computer system of maintaining such accounts without consultation with, or the written approval of, the Director of Accounts.

It is inconceivable that any conversion to a computer system would be attempted without making absolutely certain that the accounts were in proper balance at the time of the conversion and that a test run would be made to show that such new system was functioning properly. In this connection, the comptroller was directed by this Bureau to

handwrite the general ledger covering the period July 1 to November 30, 1976 to supplement the computer printout of that period, which was of little value for audit purposes.

Subsequently, an analysis, and in certain necessary instances a compilation, was made of the ledger accounts for the audit period using the computer printout sheets for the period July 1, 1975 to June 30, 1976 and the handwritten ledger for July 1, 1976 to November, 30, 1976. The receipts were checked with the treasurer's books and the payments were compared with the warrants authorizing them and with the treasurer's records of payments. The appropriations, loan authorizations, and transfers were checked with the town clerk's records of town meetings and the finance committee's authorizations for transfers from the reserve fund. A trial balance was drawn off, and, after many necessary adjustments resulting from the audit were made, a balance sheet, which is appended to this report was prepared showing the financial condition of the town on November 30, 1976.

Considerable time, with its consequential cost, was spent in order to properly balance the comptroller's ledger accounts due to the failure of the comptroller to properly maintain his ledgers in a businesslike manner.

It is essential that the ledgers be accurately kept and that all postings be made promptly and be supported with sufficient explanations and documentation in order that the true financial condition of the town may be shown at all times. It is urged that a trial balance be taken off at the end of each month so that any errors or omissions may be promptly found and corrected. Such action will enable the comptroller to prepare and send to various department heads, committees, and/or boards accurate monthly statements, in accordance with the provisions of Section 58, Chapter 41, General Laws.

The books and accounts of the town treasurer were examined and checked in detail. The receipts, as recorded, were compared with the records in the various departments in which monies were collected for the town, with other sources from which monies were paid to the treasurer, and with the books of the town accountant. Disbursements were checked with the selectmen's warrants authorizing them and with the town accountant's records. The cash balance on November 30, 1976 was proved by reconciliation of the bank balances with statements furnished by the banks in which town funds are deposited, by inspection of the savings bank books, and by actual count of the cash in the office.

The Federal Revenue Sharing Funds were examined and checked. The funds received from the Federal government were listed, the appropriations voted were checked with the town clerk's records of town meeting proceedings, and the payments were compared with the approved warrants authorizing the disbursement of Federal Revenue Sharing Funds. The cash balance on November 30, 1976 was proved by a statement furnished by the bank of deposit and by verification of the certificate of deposit.

It was necessary to compile ledger accounts relative to Revenue Sharing Funds from available documentation due to unidentifiable entries in the comptroller's ledgers.

It is recommended that the transactions representing activities concerning Revenue Sharing Funds not be commingled with the transactions representing activities concerning the general cash account.

The securities and savings bank books representing the investments of the contributory retirement funds in the custody of the town treasurer were examined and listed. The recorded receipts and disbursements were checked with the records of the

retirement board, the income was proved, and the cash balance on November 30, 1976 was verified.

The recorded payments of maturing debt and interest were verified by comparison with the amounts falling due and with the cancelled securities on file. The outstanding coupons were listed and reconciled with the bank balances, as shown by statements furnished by the banks of deposit.

The savings bank books and securities representing the investment of the several trust funds in the custody of the town treasurer and other designated trustees were examined and listed. The income was proved and all transactions and balances were verified and compared with the books of the town accountant.

The record of tax titles and tax possessions held by the town were examined and checked. Amounts transferred to the tax title account were compared to the records of the tax collector, and the books of the town accountant. Records of tax titles and tax possessions on hand were listed, reconciled with the town accountant's ledger, and verified by comparison with the records at the Registry of Deeds.

The records of payroll deductions during the period of the audit were examined and checked, and payments to the proper agencies were verified.

The books and accounts of the town collector were examined and checked. The tax, excise, special assessment, departmental, and water accounts were audited and verified. The cash book additions were proved, and the reported payments to the treasurer were compared with the treasurer's recorded receipts. The abatements, as recorded, were checked with the assessors' and other departmental records of abatements granted, the transfers to the tax title account were checked with the treasurer's records, and the outstanding accounts were listed and reconciled with their respective accounts in the town accountant's ledger. The outstanding tax, excise, special assessment, departmental, and water accounts were further verified by mailing notices to a number of persons whose names appeared on the books as owing money to the town, the replies received thereto indicating that the accounts, as listed, are correct.

Considerable difficulty was encountered in reconciling the real estate taxes 1977 account as well as the unapportioned assessments and water accounts. In connection with the real estate taxes 1977 and the water accounts receivable, several coding errors were made in identification of receipts with the result that tax and assessment receipts were commingled, as well as the several water accounts receivable. The difficulty in reconciling the unapportioned assesments ledger controls with the outstanding accounts was due to the fact such accounts did not reflect the assessments apportioned for several years.

The records of apportioned assessments were examined and checked. The amounts added to taxes were checked and the apportionments due in future years were listed and proved with the town accountants ledger.

The financial records of the town clerk were examined and checked. The records of sporting licenses issued for the State, of dog licenses issued on behalf of the county, and of miscellaneous receipts, were examined and checked, and payments to the State and to the town treasurer were verified. The cash balance on November 30, 1976 was verified by actual count of cash in the office and by reconciliation of the bank balance with a statement received from the bank of deposit.

The financial votes passed at various town meetings were checked with the town accountant's books and with the assessors' recapitulations of the tax rates for the fiscal years 1976 and 1977.

The surety bonds of the town officials required by law to furnish such surety were examined and found to be in proper form.

The record of receipts of the sealer of weights and measures, and of the inspectors of buildings, wires, gas, and plumbing, as well as of the police, health, hospital, school and library departments, and of all other departments collecting money for the town or commiting [sic] bills for collection, were examined and checked.

Considerable time was spent in order to reconcile the ambulance accounts receivable account. It was noted that records are maintained by a clerk of a private corporation associated with the Glover Memorial Hospital. The clerk does the billing from records obtained from the police department. In this connection, the activities of a municipality should not be intermingled with the activities of a private corporation.

It was noted that the police department was retaining receipts from accident reports and using them for non-municipal functions, contrary to the provisions of Section 53, Chapter 44, General Laws, which require that all such receipts be paid in to the town treasurer. The practice was discontinued subsequent to the audit date, and the applicable receipts are now being turned in to the town treasury.

Appended to this report, in addition to the balance sheet, there are tables showing reconciliation of the treasurer's and town clerk's cash, summaries of the tax, excise, assessment, tax title, tax possession, departmental and water accounts, as well as schedules showing the condition and transactions of the trust and retirement funds.

For the cooperation extended by the town officials during the progress of the audit, I wish, on behalf of my assistants and for myself, to express appreciation.

Respectfully submitted,

ROBERT M. CROSBY
Assistant Chief of Bureau

RMC:kb

TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

of the

STATE PRIMARY
September 19, 1978

SPECIAL TOWN ELECTION
October 23, 1978

STATE ELECTION
November 7, 1978

RECORD OF STATE PRIMARY

SEPTEMBER 19, 1978

Pursuant to the Warrant issued by the Selectmen, August 15, 1978, the Inhabitants of the Town of Needham qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Tuesday, the nineteenth day of September in the year 1978 at 8:00 o'clock a.m. for the purpose of nominating State and County officers. The polls remained open until 8:00 p.m.

The polling places had been designated as follows:

Precinct A - William Carter School
Precinct B - Hillside School
Precinct C - Derwood Newman Junior High School
Precinct D - High Rock School
Precinct E - William Pollard Junior High School
Precinct F - Highland Avenue School
Precinct G - Harris School
Precinct H - Broadmeadow School
Precinct I - William Mitchell School - Kindergarten
Precinct J - William Mitchell School - Gymnasium

The ballot box returns in the precincts were as follows

Precincts	A	B	C	D	E	F	G	H	I	J
9:00 A.M.	37	63	67	64	74	51	51	100	35	60
10:00 A.M.	63	107	147	96	122	100	81	140	76	82
11:00 A.M.	77	146	206	144	200	134	118	183	101	110
12 Noon	96	177	246	195	269	181	149	247	127	129
1:00 P.M.	123	213	298	235	305	208	180	299	165	160
2:00 P.M.	160	250	365	274	359	244	205	342	195	210
3:00 P.M.	200	289	394	320	400	293	250	382	229	233
4:00 P.M.	249	336	443	364	452	327	297	432	282	266
5:00 P.M.	306	423	530	450	579	376	367	524	348	329
6:00 P.M.	394	535	634	588	663	445	480	671	449	412
7:00 P.M.	491	666	791	711	761	514	569	810	553	533
8:00 P.M.	585	762	932	856	910	584	672	928	620	650

The Town Clerk and the Selectmen upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 11:15 P.M., September 19, 1978.

The total number of votes cast were as follows:

	Republican	Democrat	American	Total
Precinct A	221	362	2	585
" B	362	402	-	764
" C	507	425	-	932
" D	409	447	-	856
" E	493	417	-	910
" F	257	327	-	584
" G	319	353	-	672
" H	421	506	-	927
" I	323	297	-	620
" J	330	320	-	650

TOTAL VOTE - 7500

(42% of Registered Voters)

The result of the balloting was as follows:

REPUBLICAN	PRECINCTS A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	221	362	507	409	493	257	319	421	323	330	3642
SENATOR IN CONGRESS											
Edward W. Brooke, Newton	105	159	256	205	232	143	163	194	170	180	1,807
Avi Nelson	109	196	238	192	251	106	145	215	147	147	1,746
Blanks	7	7	13	12	10	8	11	12	6	3	89
GOVERNOR											
Francis W. Hatch, Jr., Beverly	101	158	266	230	255	150	153	204	163	175	1,855
Edward F. King, Boston	95	160	210	160	208	97	150	192	139	130	1,541
Scattered Write-ins	0	0	0	0	0	0	0	0	0	2	2
Blanks	25	44	31	19	30	10	16	25	21	23	244
LIEUTENANT GOVERNOR											
William I. Cowin, Newton	136	172	283	241	263	143	182	219	167	191	1,997
Peter L. McDowell, Dennis	41	101	148	108	154	75	86	130	91	82	1,016
Blanks	44	89	76	60	76	39	51	72	65	57	629
ATTORNEY GENERAL											
William F. Weld, Cambridge	145	246	389	303	371	192	237	303	238	236	2,660
Blanks	76	116	118	106	122	65	82	118	85	94	982
SECRETARY											
John W. Sears, Boston	171	266	403	316	400	204	253	332	250	251	2,846
Scattered Write-ins	0	0	1	0	0	0	0	0	0	0	1
Blanks	50	96	103	93	93	53	66	89	73	79	795
TREASURER											
Lewis S. Crampton, Boston	153	243	383	301	371	192	237	307	234	240	2,661
Blanks	68	119	124	108	122	65	82	114	89	90	981
AUDITOR											
William A. Casey, W. Springfield	144	238	361	290	356	184	228	289	221	228	2,539
Blanks	77	124	146	119	137	73	91	132	102	102	1,103
REPRESENTATIVE IN CONGRESS											
No Nomination											
Scattered Write-ins	0	0	0	1	0	0	0	0	0	1	2
Blanks											3,640
COUNCILLOR											
No Nomination											

REPUBLICAN (Cont'd)	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
SENATOR IN GENERAL COURT											
David H. Locke, Wellesley	168	295	419	327	407	215	268	336	264	268	2,967
Blanks	53	67	88	82	86	42	51	85	59	62	675
REPRESENTATIVE IN GENERAL COURT											
Robert C. Dawson, Needham	157	279	405	321	399	219	257	330	251	266	2,884
Blanks	64	83	102	88	94	38	62	91	72	64	758
DISTRICT ATTORNEY											
No Nomination											
REGISTER OF PROBATE AND INSOLVENCY											
No Nomination											
COUNTY COMMISSIONER											
No Nomination											
COUNTY TREASURER											
No Nomination											
DEMOCRATIC											
Total Number of Votes Cast	362	402	425	447	417	327	353	506	297	320	3,856
SENATOR IN CONGRESS											
Kathleen Sullivan Alioto, Boston	40	46	51	41	42	39	32	71	26	41	429
Paul Guzzi, Newton	133	130	127	139	111	94	121	149	91	89	1,184
Elaine Noble, Boston	22	22	32	48	24	19	29	31	21	28	276
Howard Phillips, Boston	18	25	45	47	55	50	24	75	29	26	394
Paul E. Tsongas, Lowell	127	159	159	159	177	113	128	167	112	131	1,432
Scattered Write-ins	0	1	0	0	0	1	0	0	0	0	2
Blanks	22	19	11	13	8	11	19	13	18	5	139
GOVERNOR											
Michael S. Dukakis, Brookline	188	214	202	189	191	150	155	193	139	156	1,777
Barbara Ackermann, Cambridge	20	17	25	20	17	14	13	14	16	6	162
Edward J. King, Winthrop	140	162	188	227	207	160	181	290	139	150	1,844
Scattered Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	14	8	10	11	2	3	4	9	3	8	72
LIEUTENANT GOVERNOR											
Thomas P. O'Neill, III , Boston	271	320	326	342	298	256	255	385	219	242	2,914
Scattered Write-ins	0	0	0	0	0	0	0	1	0	0	1
Blanks	91	82	99	105	119	71	98	120	78	78	941

DEMOCRATIC (Cont'd)

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
ATTORNEY GENERAL											
Francis X. Bellotti, Quincy	267	288	296	304	276	226	242	348	208	216	2,671
Blanks	95	114	129	143	141	101	111	158	89	104	1,185
SECRETARY											
Michael Joseph Connolly, Boston	67	57	59	93	63	65	56	90	50	44	644
David E. Crosby, Brockton	16	14	20	15	17	15	23	29	19	27	195
John Fulham, Fall River	6	10	13	9	24	16	11	23	6	8	126
William James Galvin, Jr., Boston	14	23	19	23	27	15	21	28	21	24	215
James W. Hennigan, Jr., Boston	26	36	34	61	70	56	51	100	42	30	506
Lois G. Pines, Newton	161	206	199	176	153	121	151	172	118	151	1,608
Anthony J. Vigliotti, Worcester	27	17	17	17	11	15	7	22	8	15	156
Blanks	45	39	64	53	52	24	33	42	33	21	406
TREASURER											
Robert Q. Crane, Wellesley	174	170	178	208	151	160	160	229	131	131	1,692
Lawrence E. Blacke, Boston	12	7	17	14	7	6	10	11	8	9	101
Paul R. Cacchiotti, Everett	10	8	8	7	2	7	2	5	4	5	58
Lawrence S. DiCara, Boston	99	150	145	136	180	110	114	174	94	126	1,328
Thomas D. Lopes, New Bedford	7	12	6	9	10	2	9	14	9	8	86
Dayce Philip Moore, Braintree	13	15	17	17	18	13	20	22	9	12	156
Blanks	47	40	54	56	49	29	38	51	42	29	435
AUDITOR											
Thaddeus Buczko, Salem	166	177	175	190	144	130	130	178	109	138	1,537
Peter G. Meade, Boston	148	173	183	195	222	156	183	284	148	158	1,850
Blanks	48	52	67	62	51	41	40	44	40	24	469
REPRESENTATIVE IN CONGRESS											
John Joseph Moakley, Boston	294	321	328	360	311	268	282	391	233	263	3,051
Blanks	68	81	97	87	106	59	71	115	64	57	805
COUNCILLOR											
George F. Cronin, Jr., Boston	139	147	150	128	137	124	130	192	101	111	1,359
Thomas Joseph Donovan, Medfield	120	143	129	187	135	122	114	177	102	120	1,349
Blanks	103	112	146	132	145	81	109	137	94	89	1,148
SENATOR IN GENERAL COURT											
Daniel P. Matthews, Needham	266	290	300	321	276	250	251	361	211	219	2,745
Blanks	96	112	125	126	141	77	102	145	86	101	1,111
REPRESENTATIVE IN GENERAL COURT											
Robert F. Larkin, Jr., Needham	306	337	356	373	349	290	288	430	240	267	3,236
Blanks	56	65	69	74	68	37	65	76	57	53	620

DEMOCRATIC (Cont'd)	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
DISTRICT ATTORNEY											
William D. Delahunt, Quincy	256	285	294	316	286	243	237	352	207	228	2,704
Blanks	106	117	131	131	131	84	116	154	90	92	1,152
REGISTER OF PROBATE AND INSOLVENCY											
Paul C. Gay, Walpole	174	190	185	205	194	153	164	216	142	145	1,768
Thomas Patrick Hughes, Quincy	90	103	109	112	95	94	87	168	76	90	1,024
Blanks	98	109	131	130	128	80	102	122	79	85	1,064
COUNTY COMMISSIONER											
David C. Ahearn, Norwood	95	94	100	97	112	88	94	141	85	94	1,000
Harold Davis, Braintree	19	16	23	21	11	8	18	14	7	15	152
Thomas F. Egan, Norwood	24	19	26	17	25	24	17	28	16	22	218
Edmund P. Harrington, Weymouth	22	30	24	34	25	28	18	39	16	21	257
Paul J. Hartnett, Jr., Norwood	12	21	18	30	25	16	19	32	12	13	198
Francis W. O'Brien, Dedham	93	90	88	113	75	82	75	119	57	62	854
Blanks	97	132	146	135	144	81	112	133	104	93	1,177
COUNTY TREASURER											
James M. Collins, Milton	154	171	198	244	213	200	199	289	166	167	2,001
Norman B. Cohen, Brookline	135	154	118	92	89	57	63	110	56	94	968
Blanks	73	77	109	111	115	70	91	107	75	59	887
AMERICAN PARTY											
SENATOR IN CONGRESS											
Scattered Write-ins	2	0	0	0	0	0	0	0	0	0	2
GOVERNOR											
Scattered Write-ins	2	0	0	0	0	0	0	0	0	0	2
LIEUTENANT GOVERNOR											
Blanks	2	0	0	0	0	0	0	0	0	0	2
ATTORNEY GENERAL											
Scattered Write-ins	2	0	0	0	0	0	0	0	0	0	2
SECRETARY											
Blanks	2	0	0	0	0	0	0	0	0	0	2
TREASURER											
Blanks	2	0	0	0	0	0	0	0	0	0	2

AMERICAN PARTY (Cont'd)	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
AUDITOR											
Blanks	2	0	0	0	0	0	0	0	0	0	2
CONGRESSMAN											
Blanks	2	0	0	0	0	0	0	0	0	0	2
COUNCILLOR											
Blanks	2	0	0	0	0	0	0	0	0	0	2
SENATOR IN GENERAL COURT											
Blanks	2	0	0	0	0	0	0	0	0	0	2
REPRESENTATIVE IN GENERAL COURT											
Blanks	2	0	0	0	0	0	0	0	0	0	2
DISTRICT ATTORNEY											
Blanks	2	0	0	0	0	0	0	0	0	0	2
REGISTER OF PROBATE AND INSOLVENCY											
Blanks	2	0	0	0	0	0	0	0	0	0	2
COUNTY COMMISSIONER											
Blanks	2	0	0	0	0	0	0	0	0	0	2
COUNTY TREASURER											
Blanks	2	0	0	0	0	0	0	0	0	0	2

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes and copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

Attest:

ROSE O. MACKENZIE
Town Clerk

RECORD OF SPECIAL TOWN ELECTION

October 23, 1978

Pursuant to a Warrant issued by the Selectmen on September 26, 1978 the Inhabitants of the Town of Needham, qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, October 23, 1978 at forty-five minutes after six o' clock in the forenoon.

The meeting was called to order and the Warrant of Officer's return were read by the Wardens of the Precincts, the reading of the article in the warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

Precinct A -- William Carter School
Precinct B -- Hillside School
Precinct C -- Derwood Newman Junior High School
Precinct D -- High Rock School
Precinct E -- William Pollard Junior High School
Precinct F -- Highland Avenue Junior High School
Precinct G -- Harris School
Precinct H -- Broadmeadow School
Precinct I -- William Mitchell School - Kindergarten
Precinct J -- William Mitchell School - Gymnasium

The Polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54, of the General Laws.

ARTICLE ....1 To choose by ballot the following Town Officer:

One Selectmen (to fill an unexpired term to April, 1980)

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E	F	G	H	I	J
7:00 A.M.	2	2	0	5	1	3	1	0	3	0
8:00 A.M.	14	8	9	25	8	17	12	8	5	15
9:00 A.M.	27	28	34	41	30	38	27	35	15	35
10:00 A.M.	43	45	51	63	65	59	41	65	40	43
11:00 A.M.	59	70	84	97	97	89	64	88	56	54
12:00 Noon	76	92	104	132	131	115	84	99	71	67
1:00 P.M.	102	106	141	150	158	148	109	132	107	88
2:00 P.M.	127	134	170	183	191	175	133	166	127	108
3:00 P.M.	147	200	196	228	224	211	157	197	142	146
4:00 P.M.	175	224	231	259	283	249	184	248	181	174
5:00 P.M.	207	247	282	302	334	297	232	315	233	214
6:00 P.M.	252	312	367	382	407	343	310	394	305	283
7:00 P.M.	304	387	457	450	487	395	387	459	353	357
8:00 P.M.	331	457	537	526	590	445	436	520	421	432

(The absentees are included in the total vote)

TOTAL VOTE CAST: 4695 -- 26%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 9:15 p.m. October 23, 1978.

	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast.....	331	457	537	526	590	445	436	520	421	432	4695
Selectman (to fill an unexpired term to April, 1980)											
H. Phillip Garrity,Jr.....	97	192	339	275	329	180	197	324	232	254	2419
Maxwell N. Gordon.....	165	171	139	172	184	154	175	110	106	102	1478
Henry W. Longley.....	39	38	32	49	24	61	21	23	33	28	348
Stanley R. Tippett.....	30	55	26	30	52	49	43	62	49	48	444
Blanks.....	0	1	1	0	1	1	0	1	1	0	6

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes and copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

ROSE O. MACKENZIE
Town Clerk

ATTEST:

TOWN CLERK'S RECORDS

RECORD OF STATE ELECTION
November 7, 1978

Pursuant to the Warrant issued by the Selectmen October 10,1978, the Inhabitants of the Town of Needham, qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Tuesday, the seventh day of November in the year 1978 at 6:45 in the forenoon. The Polls remained open until eight o'clock in the afternoon.

The polling places had been designated as follows:

PRECINCT A - William Carter School
PRECINCT B - Hillside School
PRECINCT C - Derwood Newman Junior High School
PRECINCT D - High Rock School
PRECINCT E - William Pollard Junior High School
PRECINCT F - Highland Avenue School
PRECINCT G - Harris School
PRECINCT H - Broadmeadow School
PRECINCT I - William Mitchell School-Kindergarten
PRECINCT J - William Mitchell School - Gymnasium

The ballot box returns in the precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 a.m.	7	11	18	00	9	6	12	16	10	8
8:00 a.m.	58	105	105	99	101	59	53	105	75	77
9:00 a.m.	154	229	273	226	254	147	138	229	170	170
10:00 a.m.	219	367	399	318	373	223	200	347	267	250
11:00 a.m.	311	467	517	398	501	313	262	483	328	353
12:00 a.m.	366	553	650	535	632	403	334	579	401	423
1:00 p.m.	414	631	778	600	726	448	414	652	450	491
2:00 p.m.	482	729	864	708	806	520	477	739	509	570
3:00 p.m.	540	809	963	781	877	572	545	814	570	641
4:00 p.m.	626	934	1078	893	982	678	601	920	635	719
5:00 p.m.	754	1150	1219	1041	1107	763	719	1084	731	815
6:00 p.m.	927	1330	1410	1290	1294	872	880	1293	903	1005
7:00 p.m.	1101	1530	1631	1460	1487	1003	1021	1470	1038	1187
8:00 p.m.	1231	1671	1795	1613	1646	1088	1097	1578	1123	1319

Note: AV and SAV included in above.

The Town Clerk and the Selectmen, upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 11:30 p.m.,Tuesday, November 7, 1978.

The total number of votes cast was as follows:

PRECINCT A	1231
PRECINCT B	1671
PRECINCT C	1795
PRECINCT D	1613
PRECINCT E	1646
PRECINCT F	1088
PRECINCT G	1097
PRECINCT H	1578
PRECINCT I	1123
PRECINCT J	1319
TOTAL	14,161

(77% of Registered Voters)

The results of the balloting was as follows:	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast.....	1231	1671	1795	1613	1646	1088	1097	1578	1123	1319	14,161
SENATOR IN CONGRESS											
Edward W. Brooke, Newton.....	607	877	1001	916	920	550	534	834	638	705	7582
Paul E. Tsongas, Lowell.....	589	739	748	635	673	494	531	694	453	583	6139
Scattered write-ins.....	1	2	3	7	5	3	0	8	1	1	31
Blanks.....	34	53	43	55	48	41	32	42	31	30	409
GOVERNOR-LIEUTENANT GOVERNOR											
Hatch and Cowin, Republican.....	666	1005	1107	964	1006	645	652	814	639	801	8299
King and O'Neil, Democratic.....	508	611	637	591	603	409	427	729	452	494	5461
Scattered write-ins.....	3	7	10	13	6	7	2	2	9	3	62
Blanks.....	54	48	41	45	31	27	16	33	23	21	339
ATTORNEY GENERAL											
Francis X. Bellotti, Quincy.....	979	1225	1169	1065	1035	732	749	1095	777	926	9752
William F. Weld, Cambridge.....	222	397	596	489	564	321	326	450	312	365	4042
Scattered write-ins.....	1	0	0	0	0	0	0	0	0	0	1
Blanks.....	29	49	30	59	47	35	22	33	34	28	366
SECRETARY											
Michael Joseph Connolly, Boston.....	647	670	622	611	559	514	454	690	435	519	5721
John W. Sears, Boston.....	519	883	1085	896	980	509	574	815	625	716	7602
Blanks.....	65	118	88	106	107	65	69	73	63	84	838
TREASURER											
Robert Q. Crane, Wellesley.....	699	817	738	702	608	523	498	758	496	615	6454
Lewis S.W. Crampton, Boston.....	457	750	982	809	930	511	540	750	565	626	6920
Blanks.....	75	104	75	102	108	54	59	70	62	78	787
AUDITOR											
Thaddeus Buczko, Salem.....	750	899	825	761	713	569	518	816	579	679	7109
Timothy F. O'Brien, Boston.....	389	639	845	713	801	440	485	671	452	526	5961
Blanks.....	92	133	125	139	132	79	94	91	92	114	1091

The results of the balloting was as follows:	A	B	C	D	E	F	G	H	I	J	TOTAL
REPRESENTATIVE IN CONGRESS - Ninth District											
John Joseph Moakley, Boston	1079	1372	1432	1327	1288	867	915	1316	916	1096	11608
Brenda Lee M. Franklin, Boston	38	50	52	42	55	35	36	48	40	30	426
David Freund, Boston	29	43	31	26	34	27	19	26	14	32	281
Scattered write-ins	0	0	1	1	0	0	0	0	0	1	3
Blanks	85	206	279	217	269	159	127	188	153	160	1843
COUNCILLOR- Second District											
George F. Cronin Jr.,Boston	803	983	989	912	847	646	623	936	669	785	8193
Frank J. Guaragna, Boston	212	335	398	338	375	207	212	311	204	223	2815
Scattered write-ins	0	0	0	1	0	0	0	0	0	0	1
Blanks	216	353	408	362	424	235	262	331	250	311	3152
SENATOR IN GENERAL COURT- Norfolk, Bristol & Middlesex District											
David H. Locke, Wellesley	470	807	1000	829	912	511	521	788	598	672	7108
Daniel P. Matthews, Needham	700	764	714	698	655	530	524	701	484	570	6340
Blanks	61	100	81	86	79	47	52	89	41	77	713
REPRESENTATIVE IN GENERAL COURT - Thirteenth Norfolk District											
Robert F. Larkin, Jr.,Needham	896	1057	974	886	834	680	680	867	637	748	8259
Robert C. Dawson, Needham	311	560	794	680	779	387	397	677	468	544	5597
Blanks	24	54	27	47	33	21	20	34	18	27	305
DISTRICT ATTORNEY-Norfolk District											
William D. Delahunt, Quincy	946	1226	1280	1139	1165	811	784	1175	828	967	10321
Scattered write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	285	444	515	474	481	277	313	403	295	352	3839
REGISTER OF PROBATE AND INSOLVENCY-Norfolk County											
Thomas Patrick Hughes, Quincy	898	1148	1214	1065	1083	767	734	1125	773	905	9712
Scattered write-ins	0	0	2	0	0	0	0	0	0	0	2
Blanks	333	523	579	548	563	321	363	453	350	414	4447
COUNTY COMMISSIONER - Norfolk County											
David C. Ahearn, Norwood	875	1130	1167	1025	1036	754	703	1062	747	872	9371
Scattered write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	356	540	628	588	610	334	394	516	376	447	4789

	A	B	C	D	E	F	G	H	I	J	TOTAL
COUNTY TREASURER - Norfolk County											
James M. Collins, Milton,.....	869	1124	1171	1041	1043	748	713	1069	760	888	9426
Blanks.....	362	547	624	572	603	340	384	509	363	431	4735

	A	B	C	D	E	F	G	H	I	J	TOTAL
QUESTION # 1-(Property Classification for Tax Purposes)											
Yes	715	872	821	740	728	600	522	758	513	642	6911
No	473	751	938	810	893	456	544	781	592	648	6886
Blanks	43	48	36	63	25	32	31	39	18	29	364
Question # 2- (State Budget Deadline)											
Yes	812	1042	1268	1099	1163	735	753	1102	777	886	9637
No	272	429	396	329	350	245	248	333	246	311	3159
Blanks	147	200	131	185	133	108	96	143	100	122	1365
Questions # 3-(Distributing information for Voters)											
Yes	840	1042	1238	1070	1067	723	699	1068	723	900	9370
No	266	454	440	402	467	270	316	387	306	320	3628
Blanks	125	175	117	141	112	95	82	123	94	99	1163
Question # 4-(Residence Standards for State Census)											
Yes	754	970	1183	1003	1047	671	682	998	700	841	8849
No	309	463	458	410	452	294	313	416	309	341	3765
Blanks	168	238	154	200	147	123	102	164	114	137	1547
Question # 5-(Charter Commission Deadline)											
Yes	488	649	786	666	720	453	467	673	473	561	5936
No	519	691	767	675	677	483	474	677	486	559	6008
Blanks	224	331	242	272	249	152	156	228	164	199	2217
Question # 6-(Student Assignments to Public Schools)											
Yes	759	992	1078	941	982	622	633	976	676	765	8424
No	341	510	611	538	543	372	377	492	363	454	4601
Blanks	131	169	106	134	121	94	87	110	84	100	1136
Question # 7 (Taxation of Land used for Recreation or left in a Natural State)											
Yes	665	904	1023	882	951	585	590	870	599	740	7809
No	438	604	650	586	583	403	423	591	430	466	5174
Blanks	128	163	122	145	112	100	84	117	94	113	1178
Question # 8 (a) (Restaurant Alcoholic Beverage License)											
Yes	702	911	943	868	872	544	547	808	595	702	7492
No	452	616	738	614	698	461	477	665	453	528	5702
Blanks	77	144	114	131	76	83	73	105	75	89	967
Question # 8 (b) (Clubs and Veterans' Alcoholic Beverage License)											
Yes	649	785	782	768	756	472	498	704	524	581	6519
No	409	617	778	599	705	464	466	633	447	557	5675
Blanks	173	269	235	246	185	152	133	241	152	181	1967

The results of the balloting was as follows:

	A	B	C	D	E	F	G	H	I	J	TOTAL
Question # 9 (Reduction & Limitation of Local Property Taxes)											
Yes	773	1067	1224	1007	1074	682	717	1026	711	851	9132
No	158	202	238	234	237	162	171	224	175	186	1987
Blanks	300	402	333	372	335	244	209	328	237	282	3042

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes with the tally sheets and copy of the precinct record of the election were also returned, all properly sealed in conformity with the laws governing elections.

ROSE O. MACKENZIE
TOWN CLERK

ATTEST: